


EQUALITY IMPACT ASSESSMENT

DESIGN, PROJECT MANAGEMENT SERVICES AND INTERNAL DEMOLITIONS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Matt Ward	Department and service:	Growth, Economic Development	Date of assessment:	24/3/25
Lead Officer: Head of Service, Service Director, or Strategic Director.	Matt Ward	Signature:		Approval date:	24/3/25
Overview:	<p>Plymouth has a unique growth opportunity over the next 25 years linked to the large scale £6bn investment pipeline, underpinned by a £4.5bn investment in the Dockyard and the requirement to service over 8,000 jobs. The opportunity is being driven by Growth Alliance Plymouth to ensure that the city is not only ready but reaps the transformational benefits of such an investment. To ensure that Plymouth has the correct workforce, and that local people can access these jobs the city will need to increase its skills provision and provide significantly more housing.</p> <p>The regeneration of the city centre has a major role to play in the Growth Alliance programme to deliver new housing, new skills provision and, through regeneration, to transform perceptions of the city centre locally, regionally and nationally. To deliver this ambition we have been working with Homes England to establish Plymouth as a priority place for investment and to bring forward plans to deliver 10,000 new homes as part of a town in the city. This strategic ambition is underpinned by an MOU and a commitment to explore a more formalised Joint Venture that will set out a long term commitment to Plymouth. This is a transformational moment for the city centre and Plymouth in setting out a new long-term vision, as well as a long term delivery strategy.</p> <p>One of the first two projects that will underpin this partnership is the regeneration of the Civic Centre, which, subject to formal</p>				

	<p>approval by Homes England, is proposed to utilise a new £20m investment from Homes England to support the delivery of 144 homes to kickstart the wider regeneration process. This will also enable the delivery of a new City Centre Blue Green Skills Hub in the basement, ground and first floor of the Civic Centre as part of a new City College City Centre Campus. This will deliver 40 new courses to 2,000 students.</p> <p>The second project is the development of a new Joint Venture vehicle between Homes England and the City Council to facilitate the regeneration of the City Centre initially prioritising sites on Armada Way and in the West End.</p>
<p>Decision required:</p>	<ol style="list-style-type: none"> 1. Notes the progress that has been made towards the creation of a new strategic delivery partnership with Homes England and delegates authority to the Service Director for Economic Development to agree the terms of a Memorandum of Understanding with Homes England setting out our joint commitment where he would not already have authority to do so. 2. Authorises officers to progress discussions with Homes England around establishing a joint venture to facilitate housing delivery across the city subject to more detailed recommendations being provided in advance of any formal agreement being concluded. 3. Notes the funding package for the Civic Centre project and approves an update to the capital programme to include each element of the funding as set out below: <ul style="list-style-type: none"> - £8,500,000 of grant funding from the Levelling Up Fund; - £950,000 of District Heat Network funding; - Subject to Homes England's formal approval, £20,000,000 of grant funding from Homes England; - £14,395,144 of corporate borrowing (which includes £4.7m of corporate borrowing to replace £4.7m of Future High Street Fund grant previously vired to the Armada Way project); and - £2,971,182 of service borrowing. 4. Notes that the use of the grant funding from Homes England, the corporate borrowing and the service borrowing will be subject to a more detailed business case (including a cost plan which has been subject to further due diligence and market testing) to be reviewed by the relevant Scrutiny Committee during 2025/26 and subsequently approved by Cabinet. 5. Approves the freehold purchase of the Civic Centre from Urban Splash for £1.00. 6. Grants authority to the Strategic Director for Growth or the Section 151 Officer to agree the terms of: <ul style="list-style-type: none"> - A grant funding agreement with Homes England; and - An Agreement for Lease and / or Lease of all or parts of the Civic Centre to one or more third parties and / or any other related agreements in order to facilitate the redevelopment of the site.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	No
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	No
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	No
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The decision will enhance opportunity for all residents by increasing the options for new housing in the city centre and increasing the provision of education facilities.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
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Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>			
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<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>			
<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>			

Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).			
Marriage and civil partnership	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>			
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.			

Race	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>			
Religion or belief	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>			
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>			
Sexual orientation	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>			

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	None		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: <ul style="list-style-type: none"> promote equality, diversity and inclusion facilitate community cohesion support people with different backgrounds and lived experiences to get on well together 	The decision will enhance opportunity for all residents by increasing the options for new housing in the city centre and increasing the provision of education facilities.		
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	Access to education and training for care experienced people will be promoted.		
Build and develop a diverse workforce that represents the community and citizens it serves.	The decision will enhance opportunity for all residents to gain skills that will equip them for work by increasing the provision of education facilities.		
Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.	Regeneration of the city centre will create a more vibrant and inclusive environment, with more activity that is expected to help reduce crime, as a result of increased natural surveillance.		