


EQUALITY IMPACT ASSESSMENT – [CHANGING FUTURES PLYMOUTH]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Anna Moss	Department and service:	Community Connections, Housing Solutions – Changing Futures	Date of assessment:	17/3/2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Dave Ryland	Signature:		Approval date:	17.03.25
Overview:	<p>The Changing Futures programme, a £91.8 million initiative by the Ministry of Housing, Communities and Local Government (MHCLG) and The National Lottery Community Fund (TNLCF), aims to support individuals facing multiple disadvantage, such as homelessness, substance use, mental health issues, domestic abuse, and criminal justice system contact. Operating in 15 areas across England, the programme seeks to address systemic issues including fragmented services, lack of coordination, improved co-production with people using and delivering provision and limited trauma-informed approaches. Plymouth received 2.4m funding in the first 3 years; an additional £690k for 2024/25; and an additional £772,195 (£555,473 from MHCLG and £216,722 from TNLCF) for 25/26. We know that this will be the final year of Changing Futures in its current format. The programme's objectives are aligned with broader policy goals to improve social inclusion, equality, diversity, and outcomes for disadvantaged individuals. It seeks to influence cross-government action and address systemic barriers that prevent effective support.</p>				
Decision required:	To accept funding from Ministry of Housing, Communities and Local Government, and National Lottery, of £772,195 to allow a one year extension for the Changing Futures Plymouth program.-				

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	X
Potential internal impacts:	Yes		No	X

Does the proposal have the potential to negatively impact Plymouth City Council employees?				
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	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	<p>Changing Futures Plymouth is a programme that explicitly works to have positive impacts upon equality, diversity and social inclusion. All direct programme beneficiaries are people who experience multiple disadvantage. Changing Futures has a range of interventions which support greater social inclusion included funding programmes that give access to employment and education opportunities through VCSE partners. This has included gender specific work such as funding digital inclusion with Gifted Women and with the Greenhouse project asylum seeker and refugee support CIC.</p> <p>The Changing Futures programme has employed 11 peer researchers who have lived experience of multiple disadvantage. Their work programmes have included supporting advocacy around neurodiversity, mental health and gender specific support with Trevi and the PCC VAWG team. One of our peer researchers provided leadership around work on improving support for domestic abuse victim/survivors from the Global Majority.</p> <p>The programme has also supported the development of the Anti-Racism Task Force and Allyship network that have provided learning opportunities and support for staff working at PCC and partner organisations around race. The Inclusion and Resilience branch of</p>			

	<p>the Trauma Informed Plymouth Network covers a broader range of EDI topics including age and disability.</p> <p>The Changing Futures Ideas Space is holding a collaborative session with OPCC on 19/3 to explicitly look at funding community based initiatives to counter hate crime in the city.</p> <p>The national Changing Futures programme is aimed at adults (18+) however the local team have lobbied for prevention activity so some of our activity has been aimed at 16-17 year olds. This has included the AHIMSA Inside Out programme for young people who may be at risk of becoming perpetrators of domestic abuse and supporting the Transitions Matrix and Trusted Professional pilot for youth homelessness. The youth homelessness aspect of our work is particularly relevant to improving outcomes for care experienced young people.</p> <p>The Changing Futures team has actively recruited people with lived experience of multiple disadvantage. Their training and personal development plans have included focussed work around EDI themes including input from the Intercom Trust around LGBTQI awareness, Neurodivergence, Bystander training for anti-racism and domestic abuse.</p>
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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
	N/A		

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 	N/A		
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	N/A		
Build and develop a diverse workforce that represents the community and citizens it serves.	N/A		
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.	N/A		