


EQUALITY IMPACT ASSESSMENT – FOULSTON PARK / BRICKFIELDS V3

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Liz Slater Leisure Partnership Manager	Department and service:	DOPH	Date of assessment:	March 2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Steve Maddern	Signature:		Approval date:	02/05/2025
Overview:	<p>The Foulston Park (Brickfields) Masterplan, encompasses outdoor sports facilities and the historic sports centre at Brickfields. Inward investment is supporting the redevelopment of the outdoor facilities to increase the number and scope of playing pitches, as well as the reconfiguration of the existing sports centre to create a new community wellbeing hub (opened March 2025).</p> <p>The Foulston Park Master Plan places the new facilities as the central physical activity hub, with a wider vision encompassing greater connection with neighbouring activity spaces, Devonport Park, Stonehouse Creek, and Victoria Park. Core outcomes are:</p> <p>Community Engagement - To connect the local community with the site, through community services, and develop a Hub to act as a central pillar for our community.</p> <p>Increased Usage - to be both financially and environmentally sustainable, enabling programmes of activity which widen participation and increasing usage and link to the City's Active to Thrive, Physical Activity, Sport and Leisure plan. For 'Plymouth to be the most physically active coastal city in England by 2034'.</p> <p>Regeneration – Providing social and economic benefits, including training and education (at Foulston Park), to act as a catalyst for social and economic regeneration.</p> <p>Sustainability - Providing a sustainable future for a community hub and for sport in our city (both financially and environmentally)</p> <p>Sporting Excellence - To enhance an underused site, improving facilities for the local community and providing an exemplar multisport venue that develops sporting talent within our city.</p>				
Decision required:	<p>Decision to be taken:</p> <ol style="list-style-type: none"> 1. Approves the Business Case 2. Approves the addition of a further £900,000 to the capital programme funded by corporate borrowing, for the award of a Grant of £600,000 to Plymouth Argyle Football Club and a Grant of £300,000 to Plymouth Argyle Community Trust. 3. Agrees the funding switch of £2.510 mil from service borrowing to corporate borrowing against the original project approval. 4. Approves the virement of £98,000 from the Leisure Management Revenue budget to the corporate revenue budget 5. Delegates the payment of the Grants to the Director of Public Health. 				

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	x	No	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	x
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	x	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

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>	No adverse impact	<ul style="list-style-type: none"> • Collaborative links to Family Hubs / nearest Green Ark • Secure stakeholder engagement and delivery partners to utilise the hub as a dual-use services base. • Create an on-site soft play and fully inclusive holiday club offer. • Create an on-site base for youth work, including a youth club, for structured and unstructured activity, including a dedicated youth zone; and 'e-sports zone' • Collaborate with local education providers, including City College and Babcock to provide a suitable delivery space, with an emphasis on STEM topics. • Delivery of Poles Apart – to support young people who have been excluded from mainstream education. • Programmed activities for older people such as walking football, veterans sports, seated exercise, low impact fitness classes and through partnership 	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible, and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>
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			<p>working delivery falls prevention and Extra Time Hub. Such provision aligns to the needs of older people; with 25%* of older people reported as undertaking no physical activity at all (*Sport England)/ PCC's ageing well programme</p> <ul style="list-style-type: none">• Provide digital/IT support to older people.• Provide 'warm safe places, a place that welcomes them". These needs will be met by through the provision of a café, somewhere people can chat. The provision of wellbeing services will support the mental well-being of older people.	
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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>Desk research suggests that by far the biggest health issue for Care Leavers is mental health. The current system of mental health support for children in care and care experienced young people is inadequate, with long waiting lists and high thresholds for those wanting to access support. The strengths and difficulties questionnaire (SDQ) is used to assess children's mental health. In 2024 SDQ data was captured for 47% of children aged 5 -16 looked after in Plymouth, 30% less than the national average and proportionally considerably fewer than we held data for 2 years ago (58%) or 5 years ago (83%).</p>	<p>No adverse impact</p>	<p>PACT are committed to creating targeted training and employment opportunities for Care Experienced Individuals within the hub, including in the café, sports, wellbeing, and operations teams. PACT will partner with local training providers to offer apprenticeships, supported work placements, and entry-level employment for care experienced young people.</p> <p>Establish referral pathways through local support services and youth engagement teams to ensure care leavers are aware of and can easily access opportunities within the hub.</p> <p>Support holistic life outcomes by connecting care experienced individuals to wider city services, including advice on housing, financial literacy, and mental health, using our on-site health and wellbeing services and signposting model.</p> <p>Ensure a trauma-informed approach underpins</p>	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible, and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>
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	Of those more than half (58%) are recorded as giving cause for concern.		<p>PACT's workforce training and customer service, creating a space that is inclusive and nurturing for vulnerable residents.</p> <p>Explore widening physical activity opportunities through the Sport England Placed Based Partnership Project.</p>	
Disability	<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>	No adverse Impact	<ul style="list-style-type: none"> • Work with key partners to increase playing opportunities for disabled players. • Develop coaches to work with people with disabilities. • Design accessible facilities • Delivery of the ACT Equality and Diversity Policy. • Develop a support programme for young carers. • Ensure staff are equipped to deal confidently with requests from disabled customers for reasonable adjustments. 	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</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).	No adverse impact	<ul style="list-style-type: none"> • Deliver a hub and pitch facilities and programmes that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Facilitate targeted workshops that embrace difference (i.e., anti-hate crime workshops and workshops that celebrate specific cultures). 	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>
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 partnership of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	No adverse impact	<ul style="list-style-type: none"> • The provision of a well-being hub is central to the new community offer at Foulston Park. Working with partners such as Live Well, other statutory and charitable organisations, there will be a range of services that support all members of the community and the challenges that gender, relationships, pregnancy and maternity can present. 	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</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.	No adverse impact	Examples of programmes: ante-natal and post-natal support, mum-and-baby groups, Solihull Dads project.	Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation. The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.
Race	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) 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) 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).	No adverse impact	<ul style="list-style-type: none"> • Deliver a hub development project that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Delivery of the PACT Equality and Diversity Policy. • Deliver a suite of programmes that promotes community cohesion. • Continue to support the HOPE festival at Brickfields and community engagement events. 	Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation. The wellbeing hubs gather service user feedback and demographic data where possible, and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.

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>	<p>No adverse impact</p>	<ul style="list-style-type: none"> • Deliver a hub development project that ensures the needs/interests of diverse communities are respected, celebrated, and valued. • Delivery of the ACT Equality and Diversity Policy. • Deliver a suite of programmes that promotes community cohesion. • Ensure diverse communities have access to, and lead upon place-based projects, through on-going consultation. • Provide a suite of opportunities for people to learn about modern life and societal difference. • Facilitate targeted workshops that embraces difference (i.e., anti-hate crime workshops and workshops that celebrate specific cultures). <p>Continue to support the HOPE festival at Brickfields and community engagement events.</p>	<p>Monitor through an 'annual community benefit statement'/ Foulston Park Oversight Board. Reports to external funders such as the Youth Investment Fund and Football Foundation.</p> <p>The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>
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Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact	Wellbeing Hubs are embedded within communities to provide inclusive, accessible support that responds to the diverse needs of local people, particularly those with protected characteristics under the Equality Act 2010. The hubs work in partnership with a range of organisations to offer services that are welcoming and tailored to individuals of all ages, backgrounds, and identities, with particular focus on reducing barriers to access and engagement.	The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.
Sexual orientation	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).	No adverse impact	Deliver a hub project that ensures the needs/interests of diverse communities are respected, celebrated, and valued, through the provision of facilities and programmes that meet the needs of all users. Delivery of the ACT Equality and Diversity Policy.	The wellbeing hubs gather service user feedback and demographic data where possible and continues to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.

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 	Positive opportunities to promote diversity	Wellbeing Hubs are embedded within communities to provide inclusive, accessible support that responds to the diverse needs of local people, particularly those with protected characteristics under the Equality Act 2010. The hubs work in partnership with a range of organisations to offer services that are welcoming and tailored to individuals of all ages, backgrounds, and identities, with particular focus on reducing barriers to access and engagement.	The wellbeing hubs gather service user feedback and demographic data where possible and continue to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	Positive opportunities to promote diversity	Create targeted training and employment opportunities within the hub, including in the café, sports, wellbeing, and operations teams. PACT will partner with local training providers to offer apprenticeships, supported work placements, and entry-level employment for care experienced young people.	The wellbeing hubs gather service user feedback and demographic data where possible, and continue to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually

		<p>Establish referral pathways through local support services and youth engagement teams to ensure care leavers are aware of and can easily access opportunities within the hub.</p> <p>Support holistic life outcomes by connecting care experienced individuals to wider city services, including advice on housing, financial literacy, and mental health, using our on-site health and wellbeing services and signposting model.</p> <p>Ensure a trauma-informed approach underpins our workforce training and customer service, creating a space that is inclusive and nurturing for vulnerable residents.</p>	
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>	<p>Positive opportunities to promote diversity</p>	<p>Prioritise local employment, advertising roles through neighbourhood networks, local employers, social housing organisations, community groups, and local job centres to reach underrepresented communities.</p> <p>Implement inclusive recruitment practices, including anonymised shortlisting, flexible interviews, and guaranteed interviews for applicants from priority groups, including disabled people and those from ethnic minority backgrounds.</p> <p>Invest in training that promotes cultural competence, equality, and</p>	<p>The wellbeing hubs gather service user feedback and demographic data where possible, and continue to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually.</p>

		<p>inclusive practice at all levels of the organisation, with regular reviews of staff demographics to monitor progress.</p> <p>Develop a volunteering-to-employment pathway that engages people from different backgrounds, including long-term unemployed residents, those returning to work, and students.</p> <p>This approach supports Plymouth's vision of a fairer city and directly contributes to reducing health and employment inequalities.</p>	
<p>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.</p>	<p>Positive opportunities to promote diversity</p>	<p>Make the hub a trusted space for community dialogue, information-sharing, and access to services. Hub staff will be trained in recognising, recording, and referring incidents of hate crime and anti-social behaviour.</p> <p>A commitment to work in partnership with community safety teams, police, and local voluntary organisations to provide regular drop-in sessions, safety campaigns, and restorative conversations in our facility.</p> <p>Create inclusive programmes and events that promote understanding between communities,</p>	<p>The wellbeing hubs gather service user feedback and demographic data where possible, and continue to strengthen an understanding of groups and individuals who the hub is reaching and where there may be gaps. Review annually</p>

		<p>tackle discrimination, and celebrate the diversity of Plymouth.</p> <p>Develop targeted youth engagement activities that promote respect, belonging, and non-violence, particularly for at-risk groups or marginalised young people.</p> <p>Encourage anonymous reporting and signposting by installing safe reporting tools (e.g. QR codes, online portals), and publicising third-party reporting routes through hub communications.</p> <p>PACT and PAFC are committed to ensuring the hub is not only a place of wellbeing but also contributes to a city that is safe, welcoming, and resilient, aligning with Plymouth’s city-wide priorities.</p>	
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