


EQUALITY IMPACT ASSESSMENT – DEFENCE PARTNERSHIP AND CITY CENTRE REGENERATION PROGRAMME

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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| Author(s): The person completing the EIA template. | Stuart Wingfield | Department and service: | City Centre Programme Director, Strategic Planning & Infrastructure | Date of assessment: | 31/07/2025 |
| Lead Officer: Head of Service, Service Director, or Strategic Director. | Glenn Caplin-Grey, Strategic Director for Growth | Signature: |  | Approval date: | 1.8.25 |
| Overview: | <p>The cabinet report provides an update on work in support of the growth dividend from defence investment with the aims of delivering strong foundations, drive economic growth, regeneration and attraction, and to break down barriers to opportunity.</p> <p>The cabinet report provides an update on the city centre regeneration programme, including the signing of a Memorandum of Understanding with Homes England to work together on ambitious plans to deliver a 'new town in the city' of 10,000 homes in and around the city centre.</p> <p>The cabinet report sets out the Council's engagement with the Governments New Towns Taskforce through the call for evidence process.</p> <p>The cabinet report sets out the next steps in the regeneration programme including seeking approval to receive funding, to commence procurement of masterplanning and technical studies and to delegate award of contract to the Director for Growth.</p> <p>This EqlA focuses on the decision to approve procurement of masterplanning and technical studies, and particularly the impacts of engagement with the community as part of this commission. It does not consider the impact of any proposals for buildings or land use change that might arise from these studies. These proposals will be subject to further assessment at the relevant stage.</p> | | | | |

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| Decision required: | <p>Cabinet is asked to note progress and support ongoing discussions across the defence partnership; the signing of the Memorandum of Understanding with Homes England; and the engagement with the Government’s New Towns call for evidence process.</p> <p>Cabinet is asked to endorse further discussions with Government on the new towns programme as necessary.</p> <p>Cabinet is asked to approve acceptance of funding, the commencement of procurement for the necessary technical studies and masterplans, and to delegate award of contract to the Strategic Director for Growth.</p> <p>This EqlA focuses on the decision to approve procurement of masterplanning and technical studies, and particularly the impacts of engagement with the community as part of this commission</p> |
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SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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| 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. | N/A | | | |

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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| | Data is taken from: the Census for 2021 and Understanding our communities PLYMOUTH.GOV.UK | | | |

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| Age | <p>In 2021 children and young people 17 and under accounted for 19.5 per cent of the Plymouth population. The percentage of 20-24 year olds (8.0 per cent) is higher than that found in England as a whole (6.0 per cent).</p> <p>The proportion of the working-age (16-64 year old) population in Plymouth is 64.1 per cent - higher than that in the South West (60.7 per cent) and England (63.0 per cent). 18.5 per cent of people in Plymouth are aged 65 and older which is comparable with the England average (18.4 per cent) but lower than the South West average (22.3 per cent).</p> | <p>The work to be commissioned will include a programme of community engagement.</p> <p>Certain age groups could be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it uses methods that engage a full range of age groups and that feedback informs any proposals coming forward. This shall include a combination of in-person, digital engagement methods and specific engagement with children and young people.</p> <p>The City Council is procuring a 3D digital model of the area to enable emerging proposals to be fully integrated and to facilitate virtual fly-throughs/ VR experiences.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |
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| <p>Care experienced individuals (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>On the 31st March 2023 there were 500 children in our care. Demographic data indicates that there were 274 boys and 226 girls, 107 (21%) were 16 years and over, 221 (44%) aged 10 -15, 93 (19%) aged 5-9, 57 (11%) aged 1-4 and 22 (4%) under 1 year old. The majority 468 (94%) were white, nine were from mixed or multiple ethnic groups, nine were Black African, Caribbean, or Black British and eleven from other ethnic groups. Nine (2%) were unaccompanied asylum-seeking children. These proportions are broadly comparable with the data for all English Local Authorities ($\pm 2\%$), except for those aged 10-15 years (+6%), 16 years plus (-5%) and unaccompanied asylum-seeking children (-7%).</p> <p>Abuse or neglect (78%) was the most common category of need, a significantly higher proportion than for all English Local Authorities (65%). Parental illness or disability (7%), or Child disability (5%), Absent Parenting (3%), Family in Acute Distress (2%) or Family Dysfunction (4%) were the other recorded categories. A full care order was in place for 319 (64%), interim care orders covered another 103 (21%), there were 27 (5%) placement orders and 50 (10%) voluntary agreements. These proportions are broadly comparable with the data for all English Local Authorities data ($\pm 2\%$), with the exception of full care orders (+7%) and voluntary agreements (-9%).</p> | <p>The work to be commissioned will include a programme of community engagement.</p> <p>Care experienced individuals may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it uses methods that engage care experienced individuals by seeking advice and considering specific barriers to their involvement. This shall include a combination of in-person and digital engagement methods.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |
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| | <p>The rate of children in our care per 10,000 children aged under 18 years is 96 which is significantly higher than the England figure of 71 and more than our previous peak of 95 in 2021. We took 185 children into our care in 2023, significantly less than we did in 2018 (213) which was our peak year in the last 5 years. We have taken more children per 10,000 into care every year in the last 5 years than the all England rate, but the difference has grown smaller since our peak year in 2018 (+51%) and was (+35%) in 2023. Last year 177 children left our care, the highest figure since 2018, we consistently have more children leaving care than the England rate.</p> | | | |
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| Disability | <p>In Plymouth the Census records that just over 57,000 our residents met the Equality Act definition of disability, 12.1 percent (32,394) of residents whose day-to-day activities were limited a little and 9.4 percent (25,001) whose day-to-day activities were limited a lot. Disabled people make up a greater proportion of our resident population that is the case for the Southwest region or England. Over a quarter of households in the City (33,487) included at least one person with a disability and nearly 1 in 10 (9,636) included 2 or more.</p> <p>Disabled people are more likely to live in the City's more deprived wards. Around a quarter of residents in our 4 most deprived wards, St Peters and the Waterfront, Devonport, Honicknowle and St Budeaux, meet the Equality Act definition of a disability, compared with around 15 to 20 percent of those living in more affluent areas such as Compton, Plymstock Radford, Peverell and Plympton Chaddlewood. Residents in our most deprived wards are nearly twice as likely to say their day-to-day activities are limited a lot.</p> | <p>The work to be commissioned will include a programme of community engagement.</p> <p>People with a disability may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it uses methods that engage people with a range of disabilities and disability action groups and that feedback informs any proposals coming forward.</p> <p>Digital content and in-person events shall be designed to best practice accessibility standards as far as possible.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |
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| Gender reassignment | <p>The 2021 Census found that 94.2 per cent (205,959) people aged 16 years and over in Plymouth have a gender identity the same as their sex observed and registered at birth compared to 93.5 per cent in England and Wales. Just over 5 per cent chose not to respond. The remaining 0.5 per cent (1,221) have a gender identity different from their sex observed and registered at birth. This is identical to the England and Wales rate.</p> <p>There is very little data to draw on when looking to provide a local Plymouth picture of gender identity issues, particularly as LGBT+ is the commonly used acronym to describe a number of different groups; Lesbian, Gay, Bisexual describe sexual orientation, (who you are emotionally, romantically or sexually attracted to), and Trans to describe gender identity, (whether an individual identifies that they are male or female or some other gender which does not fit into binary terminology). The '+' refers to those with a sexual orientation or gender identity which does not easily fit into the standard terms LGBT. As information is often grouped together under LGBT+ it makes it difficult to identify issues relating just to gender identity and to separate out any supporting data.</p> | <p>The work to be commissioned will include a programme of community engagement.</p> <p>People who have undergone or planning to undergo gender reassignment may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it considers the needs of and reflects the barriers to engagement for different communities and that feedback informs any proposals coming forward.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |
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| Marriage and civil partnership | As of the 2021 Census, 42.5% of Plymouth residents were Married or in Civil Partnerships. 37.0% of residents have never married in Plymouth, 2.74% are separated, 11.40% are divorced and 6.33% are widowed. Nationally, the proportion of adults Married or in Civil Partnerships has declined over the last decade and was 46.9% in 2021. | No adverse impact | No action required | No action required |
| Pregnancy and maternity | <p>Fertility rates in England and Wales have been in overall decline over the last decade. The latest total fertility rate* nationally for 2023 was 1.44. In Plymouth, the total fertility rate* for 2023 was 1.25.</p> <p>*total fertility rate is the average number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year throughout their childbearing lifespan.</p> | <p>The work to be commissioned will include a programme of community engagement.</p> <p>People who are pregnant or caring for young children may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it considers the needs of and reflects the barriers to engagement for different communities and that feedback informs any proposals coming forward.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |

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| Race | <p>In 2021, 94.9 per cent of residents in Plymouth identified their ethnic group as White, a decrease from 96.1 per cent in the 2011 Census. Across the country, in 2021, 81.7 per cent of usual residents in England and Wales identified their ethnicity as White, a decrease from 86.0 per cent in the 2011 Census.</p> <p>2.3 per cent of Plymouth residents identified their ethnicity as Asian. This is the second largest ethnic community within Plymouth and has increased from 1.5 per cent of the population in 2011. 1.8 per cent of residents are from a mixed/multiple ethnic background. The proportion of people who identified themselves in both the Black (1.1 per cent) and from an ethnic group not listed on the Census form also increased.</p> | <p>The work to be commissioned will include a programme of community engagement.</p> <p>People from ethnic minority groups or whose first language is not English might be adversely affected by the engagement proposals if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it uses methods that engage people from ethnic minority groups and people whose first language might not be English. This might include targeted engagement events and ensuring engagement material use high quality graphics and illustrations and that text is translatable.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |
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| Religion or belief | <p>In Plymouth, the most common response to the 2021 Census religion question was “No Religion” with 48.9 per cent (129,338 people), a rise of 16 per cent from 2011. 42.5 per cent of the population (112,526 people) described their religion as Christian, a 15.7 per cent decrease (36,391 people) since 2011. Despite this “Christian” remained the biggest faith group in the City. There are 3,474 people (1.3 per cent) who describe themselves as “Muslim”, the second largest faith group, followed by Buddhists where there are 1,018 (0.4 per cent) people in this faith group.</p> <p>15,695 (5.9 per cent) did not answer the question in the Census 2021. Those who answered “Other religions”, which includes a very wide range of beliefs, represents 1,527 (0.6 per cent) of the population.</p> | <p>The work to be commissioned will include a programme of community engagement.</p> <p>People with different religions or beliefs might be adversely affected by the engagement proposals if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it uses methods that engage people with different religions and beliefs. This might include targeted engagement events and avoiding specific religious holidays or events.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council’s lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |
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| Sex | <p>In Plymouth, females account for 51 per cent and males 49 per cent of the population (reflecting the England split of 50.7 per cent and 49.3 per cent). The overall Female/Male percentage split has been very consistent over the last 40 years. Of significance, there are:</p> <ul style="list-style-type: none"> • More 'working age' females (87,200) in Plymouth compared to working age males (85,400) • More females '65+' (26,600) in Plymouth compared to males (22,300) • Less 'under 15' females (21,200) in Plymouth compared to males (22,200) | <p>The work to be commissioned will include a programme of community engagement.</p> <p>Female participants might be adversely affected by the engagement proposals if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it considers the needs of and reflects the barriers to engagement for different communities and that feedback informs any proposals coming forward.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |
| Sexual orientation | <p>88.95 per cent of people aged 16 years and over in Plymouth identify their sexual orientation as straight or heterosexual compared to 89.4 per cent in England and Wales. 4.45 per cent of people aged 16 years and over in Plymouth describe their sexual orientation as lesbian, gay, bisexual, or use another term to describe their sexuality. This compares to 3.3 per cent in England and Wales. Of these:</p> <ul style="list-style-type: none"> • 2.06 per cent (4,509) are bisexual (England and Wales 1.3 per cent) • 1.97 per cent (4,297) people are gay or lesbian. (England and Wales 1.5 per cent) • 0.42 per cent (924) have another sexual orientation (England and Wales 0.3 per cent) | <p>The work to be commissioned will include a programme of community engagement.</p> <p>Participants from the LGB community may be adversely affected by the engagement work if their specific needs are not identified. In particular, this might include methods of engagement (digital/ in-person, event venues, event times, event format and layout).</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it considers the needs of and reflects the barriers to engagement for different communities and that feedback informs any proposals coming forward.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

| Human Rights | Implications | Mitigation Actions | Timescale and responsible department |
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| | The work to be commissioned will include a programme of community engagement. | The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy so that people potentially affected by work will have their say. | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> |

SECTION FIVE: OUR EQUALITY OBJECTIVES

| Equality objectives | Implications | Mitigation Actions | Timescale and responsible department |
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| 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 | <p>The work to be commissioned will include a programme of community engagement. People from different backgrounds might have differing views about the work they are engaged on which could lead to tension within and between communities. These tensions could be heightened by the spread of misinformation through social media and other means.</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it uses methods that engage a full range of people and that their views are considered in the preparation of the work. The strategy will also detail how information and communications about the project, the outcome of engagements and the reasons for decisions are shared.</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with Council engagement policies and procedures.</p> <p>The Council's communications team will ensure factual information is shared through appropriate channels.</p> |
| Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing. | <p>The work to be commissioned will include a programme of community engagement. Care experienced individuals may be adversely affected by the engagement if their specific needs are not identified.</p> | <p>The commission includes the procurement of public and stakeholder engagement specialists who will be tasked with preparing and delivering an engagement strategy.</p> <p>The strategy must ensure that it uses methods that engage care experienced individuals by considering specific barriers to</p> | <p>Engagement will be planned throughout the duration of the commission.</p> <p>The lead consultant will be responsible for the delivery of the engagement strategy.</p> <p>The Council's lead officer will be responsible for ensuring integration with</p> |

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| | | their involvement. This shall include a combination of in-person and digital engagement methods. | Council engagement policies and procedures. |
| Build and develop a diverse workforce that represents the community and citizens it serves. | N/A | N/A | 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 | N/A | N/A |