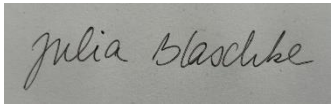
EQUALITY IMPACT ASSESSMENT – PRIDE IN PLACE PROGRAMME

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Kezia Lock	**Department and service:**	Economic Development	**Date of assessment:**	03.02.2026
Lead Officer: Head of Service, Service Director, or Strategic Director.	Julia Blaschke, Head of Economy and Enterprise	**Signature:**		**Approval date:**	26.02.2026
Overview:	Pride in Place is a 10-year national regeneration and community empowerment programme, providing up to £20m per neighbourhood. Plymouth has two participating neighbourhoods: Devonport, Mount Wise & Morice Town and St Budeaux. The programme focuses on strengthening communities, improving local places, and giving residents genuine power in decision-making. The interventions/ projects will be decided by Neighbourhood Boards, supported and advised by PCC.				
Decision required:	All decisions relating to the Pride in Place Programme currently stated in the Cabinet Decision report dated 25.02.2026.				

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

Age	Plymouth • 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. Both selected neighbourhoods experience higher deprivation, affecting younger families and older people disproportionately.	• Risk of under-representation of younger people and older residents in Board membership or engagement activities. • Investment decisions may not meet the needs of children/young people or older people if not deliberately included.	The Pride in Place Programme has significant potential to advance equality, strengthen community voice, and reduce long-standing inequalities in two of Plymouth's most disadvantaged neighbourhoods. Early attention to representation, accessible engagement, and inclusive design is essential to ensure benefits are shared equitably and no group is left behind. Decisions on funding interventions will be made by Neighbourhood Boards. Boards must include a majority of members who live or work within the neighbourhood and should broadly reflect the full diversity of local people in terms of age, ethnicity, gender, faith, disability and income	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

			levels. This requirement is embedded directly in the governance guidance, which states that Boards should be convened by an Independent Chair and must bring together residents, community organisations, local businesses, public services and elected representatives in a way that ensures decisions are shaped by grassroots priorities and local lived experience. PCC will ensure chair recruitment emphasises inclusive leadership and importance of creating an environment that people feel safe to participate in. PCC will support the Neighbourhood Boards in embedding a data driven approach and ensuring they have a strong evidence base to inform decisions, including data relating to	

			EDI protected characteristics. In addition, the programme will encourage accessible engagement formats.	
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).	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. 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. 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). 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.	• Risk of care experienced in Board membership or engagement activities. • Investment decisions may not meet the needs of care experienced individuals if not deliberately included.	As above.	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

Disability	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	• Risk of under-representation of people with a disability in Board membership or engagement activities. • Investment decisions may not meet the needs of disabled people if not deliberately included.	As above In addition, encourage adjustments for additional needs.	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board
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).	• Risk of under-representation of trans or non-binary people in Board membership or engagement activities. • Investment decisions may not meet the needs of trans or non-binary people if not deliberately included.	As above	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

Marriage and civil partnership	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. 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).	N/A	N/A	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board
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.	• Barriers to participation for pregnant women or women with babies	Make adjustments for flexible participation	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board
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).	• Risk of under-representation in Board membership or engagement activities.	As above Additional adjustments for foreign language speakers will be encouraged as necessary.	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

Religion or belief	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). 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).	• Risk of under-representation of different faith groups in Board membership or engagement activities. • Investment decisions may not meet the needs of different faith groups if not deliberately included.	As above Additional adjustments will also be encouraged such as avoiding major religious holidays when scheduling activities.	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	Women disproportionally have childcare responsibilities that may be a barrier.	As above Encourage flexible meeting times and childcare-supportive approaches.	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

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).	• Risk of under-representation of different sexual orientations in Board membership or engagement activities. • Investment decisions may not meet the needs of different groups if not deliberately included.	As above	St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
Right to Participate in Public Life	Strongly engaged through community-led Boards; risk of exclusion if barriers not addressed.	Inclusive recruitment, accessible engagement methods encouraged.	Ongoing St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board
Right to Non-Discrimination	Programme operates in disadvantaged neighbourhoods with inequalities.	Emphasis of Boards and engagement activities as inclusive environments that feel safe to participate in.	Ongoing St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

Right to Privacy	Engagement activities must protect personal data.	GDPR-compliant processes; trained staff.	Ongoing St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: ▪ **promote equality, diversity and inclusion** ▪ **facilitate community cohesion** ▪ **support people with different backgrounds and lived experiences to get on well together**	High opportunity to advance inclusion through resident-led Boards.	Inclusive recruitment; transparent decision-making; ongoing engagement.	Ongoing St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	Project decisions will be made by the Boards but indicative interventions could support training, employment and housing pathways for care experienced people.	Partner with relevant services; ensure representation.	Ongoing St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board
Build and develop a diverse workforce that represents the community and citizens it serves.	Internal workforce not directly affected.	Equalities training for board members; encourage reflective practice.	Ongoing St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board

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.	Project decisions will be made by the Boards but indicative interventions could support safety in the community.	Safeguarding will be a key part of board training.	Ongoing St Budeaux Neighbourhood Board and Devonport, Morice Town and Mount Wise Neighbourhood Board