

# EQUALITY IMPACT ASSESSMENT

Chief Executives Department



## STAGE 1: What is being assessed and by whom?

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| What is being assessed - including a brief description of aims and objectives? | Cities of Service - , The projects aims to find new and innovative ways to harness the power of volunteers to address strategic city issues. |
| Responsible Officer                                                            | Darin Halifax                                                                                                                                |
| Department and Service                                                         | Chief Executives Department                                                                                                                  |
| Date of Assessment                                                             | 22/9/14                                                                                                                                      |

## STAGE 2: Evidence and Impact

| Protected Characteristics (Equality Act) | Evidence and information (e.g. data and feedback)                                                                                                                                                                                                 | Any adverse impact?                                                                                                                                                                                                                    | Actions                                                                                                                       | Timescale and who is responsible?                                     |
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| Age                                      | The Plymouth Volunteer Centre statistics show that in 2013/14, 4182 volunteers were assisted with finding formal placements. This equates to 2% of the population aged over 16. This is broken down to,<br>11% aged 16 to 18<br>52% aged 19 to 34 | No – the Cities of Service project will use a variety of ways in which we will recruit volunteers to appeal to all Age groups. This will include an on-line portal, social media, via the Volunteer Centre services and leaflet drops. | To encourage more people aged over 60 to volunteer, we will ensure that organisations that represent people aged over 60 e.g. | November and December 2014 – Cities of Service Chief Service Officer. |

| <b>STAGE 2: Evidence and Impact</b>             |                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                  |                                                                                                                                                                |                                                                       |
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| <b>Protected Characteristics (Equality Act)</b> | <b>Evidence and information (e.g. data and feedback)</b>                                                                                                                                                                                                                                                                                                                                                                                          | <b>Any adverse impact?</b>                                                                                                                                                                                                                       | <b>Actions</b>                                                                                                                                                 | <b>Timescale and who is responsible?</b>                              |
|                                                 | <p>34% aged 35 to 59<br/>3% aged 60 or over.</p> <p>There are many more volunteers in the city who have been either been recruited directly or who have agreed informal arrangements with their host organisations, but the specific numbers are unclear, The Institute for Volunteering Research UK statistics for 2012/13 suggests that 44% of adults volunteered formally at least once a year and 29% did so at least once a month.</p>       |                                                                                                                                                                                                                                                  | Age UK, are aware of the project                                                                                                                               |                                                                       |
| Disability                                      | <p>The Plymouth Volunteer Centre statistics show that in 2013/14, 4% of volunteers were unable to work due to ill health. In addition, 32 people who received a service through the Avenues project (a specific project aimed at encouraging people with mental health issues to volunteer) went on to regularly volunteer.</p> <p>There are many more volunteers in the city who have been either been recruited directly or who have agreed</p> | No – the Cities of Service project will use a variety of ways in which we will recruit volunteers to appeal to people with disabilities. This will include an on-line portal, social media, via the Volunteer Centre services and leaflet drops. | To encourage more people with disabilities to volunteer, we will ensure that organisations that represent people with disabilities e.g. DIAC, are aware of the | November and December 2014 – Cities of Service Chief Service Officer. |

| <b>STAGE 2: Evidence and Impact</b>                  |                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                     |                                                                                                                 |                                                                                              |
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| <b>Protected Characteristics (Equality Act)</b>      | <b>Evidence and information (e.g. data and feedback)</b>                                                                                                                                                                                                                                                                                      | <b>Any adverse impact?</b>                                                                                                                                                                                                          | <b>Actions</b>                                                                                                  | <b>Timescale and who is responsible?</b>                                                     |
|                                                      | informal arrangements with their host organisations, but the specific numbers are unclear, The Institute for Volunteering Research UK statistics for 2012/13 suggests that 32 % of adults with a long term limiting illness or disability formally volunteered at least once a year.                                                          |                                                                                                                                                                                                                                     | project. We will also produce an easy read leaflet to encourage people with learning disabilities to take part. |                                                                                              |
| Faith, Religion or Belief                            | There are no records kept locally regarding volunteering and faith, religion or belief. Anecdotally, in Plymouth, many faith groups regularly volunteer on projects such as Street Pastors, Christians Against Poverty, Health Ambassadors and the City's various soup runs                                                                   | No – The Cities of Service Chief Service Officer is in regular contact with Churches Together to keep them informed of the project.                                                                                                 | Monitoring data to be collated on Cities of Service volunteers                                                  | Duration of project – Cities of Service Chief Service Officer and project delivery partners. |
| Gender - including marriage, pregnancy and maternity | The Plymouth Volunteer Centre statistics show that in 2013/14, 69% of volunteers were female and 31% were male<br><br>There are many more volunteers in the city who have been either been recruited directly or who have agreed informal arrangements with their host organisations, but the specific numbers are unclear, The Institute for | No – the Cities of Service project will use a variety of ways in which we will recruit volunteers to appeal to all genders. This will include an on-line portal, social media, via the Volunteer Centre services and leaflet drops. |                                                                                                                 |                                                                                              |

| <b>STAGE 2: Evidence and Impact</b>             |                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                              |                                                                                                                                            |                                                                                              |
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| <b>Protected Characteristics (Equality Act)</b> | <b>Evidence and information (e.g. data and feedback)</b>                                                                                                                                                                                                                                                                                                                                                                        | <b>Any adverse impact?</b>                                                                                                                                                                                                                                                   | <b>Actions</b>                                                                                                                             | <b>Timescale and who is responsible?</b>                                                     |
|                                                 | Volunteering Research UK statistics for 2012/13 suggests that our local statistics are broadly in line with national statistics.                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                              |                                                                                                                                            |                                                                                              |
| Gender Reassignment                             | There are no records kept locally regarding volunteering and gender reassignment. Anecdotally, in Plymouth, many people with transgender status regularly volunteer on projects and for organisations such as the Gires Trust.                                                                                                                                                                                                  | No – the Cities of Service project will use a variety of ways in which we will recruit volunteers to appeal to all genders including people with transgender status. This will include an on-line portal, social media, via the Volunteer Centre services and leaflet drops. | Monitoring data to be collated on Cities of Service volunteers                                                                             | Duration of project – Cities of Service Chief Service Officer and project delivery partners. |
| Race                                            | The Plymouth Volunteer Centre statistics show that in 2013/14, 6% of people stated their ethnicity was non-white British<br><br>There are many more volunteers in the city who have been either been recruited directly or who have agreed informal arrangements with their host organisations, but the specific numbers are unclear, The Institute for Volunteering Research UK statistics for 2012/13 suggests that our local | No – the Cities of Service project will use a variety of ways in which we will recruit volunteers from BME backgrounds. This will include an on-line portal, social media, via the Volunteer Centre services and leaflet drops.                                              | To encourage more people from BME backgrounds, we will ensure that organisations that represent people from BME backgrounds e.g. PDREC and | November and December 2014 – Cities of Service Chief Service Officer.                        |

| <b>STAGE 2: Evidence and Impact</b>             |                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                     |                                                                                                                                                    |                                                                                              |
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| <b>Protected Characteristics (Equality Act)</b> | <b>Evidence and information (e.g. data and feedback)</b>                                                                                                                                                                                 | <b>Any adverse impact?</b>                                                                                                                                                                                                                          | <b>Actions</b>                                                                                                                                     | <b>Timescale and who is responsible?</b>                                                     |
|                                                 | statistics are broadly in line with national statistics.                                                                                                                                                                                 |                                                                                                                                                                                                                                                     | Piety are aware of the project. We will also produce an easy read leaflet to encourage people where English is their second language to take part. |                                                                                              |
| Sexual Orientation -including Civil Partnership | There are no records kept locally regarding volunteering and sexual orientation. Anecdotally, in Plymouth, many LGB people regularly volunteer on projects and for organisations such as Plymouth Eddystone Trust and Pride In Plymouth. | No – the Cities of Service project will use a variety of ways in which we will recruit volunteers to appeal to people from LGB backgrounds. This will include an on-line portal, social media, via the Volunteer Centre services and leaflet drops. | Monitoring data to be collated on Cities of Service volunteers                                                                                     | Duration of project – Cities of Service Chief Service Officer and project delivery partners. |

| <b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b> |                                                                                                                                                                                                   |                                                                                              |
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| <b>Local Priorities</b>                                                                                  | <b>Implications</b>                                                                                                                                                                               | <b>Timescale and who is responsible?</b>                                                     |
| Reduce the inequality gap, particularly in health between communities.                                   | Our Energy Champions project will assist 200 families to reduce the amount they spend on fuel thus enabling them to keep warm during the winter. Our Grow, Share, Cook project will encourage the | Duration of project – Cities of Service Chief Service Officer and project delivery partners. |

| <b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                              |
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| <b>Local Priorities</b>                                                                                  | <b>Implications</b>                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>Timescale and who is responsible?</b>                                                     |
|                                                                                                          | growing of fresh fruit and vegetables and deliver this to the City's food banks and soup runs. We will also provide a regular supply of free fresh fruit and vegetables to 110 of our most disadvantaged families enabling them to eat healthier diets.                                                                                                                                                                                   |                                                                                              |
| Good relations between different communities (community cohesion).                                       | Analysis from the US Cities of Service project suggests that across all 170 participating cities, people have joined together from across different backgrounds to achieve a common goal. Anecdotally, volunteers have stated that where this was the first time they met people from either a different background or from a different age group, this was a positive experience and changed their view of other people and communities. | Duration of project – Cities of Service Chief Service Officer and project delivery partners. |
| Human Rights                                                                                             | None                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                              |

| <b>STAGE 4: Publication</b>                                 |            |      |         |
|-------------------------------------------------------------|------------|------|---------|
| Director, Assistant Director/Head of Service approving EIA. | Tracey Lee | Date | 22/9/14 |