

EQUALITY IMPACT ASSESSMENT

Sub title or department



PLYMOUTH
CITY COUNCIL

STAGE I: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

The creation of a new **Community Economic Development Trust (CEDT)** in the north of the city is the first step of the policy pledge to “begin the process of creating a community economic development trust in the north of the city”. It forms a key approach of the Cooperative Council’s support to give people greater control over their lives, the services they receive, and amenities they use. The Council identified 11 property assets which they could endow to establish a CEDT in the north of the City. This project is the first of a package to come forward. It is a strategic priority identified in the city’s refreshed Local Economic Strategy (LES), to connect people living in the most economically deprived communities of the city, to new employment opportunities. There will be intensive on-going community engagement to capture not only the membership of the new board’s viewpoints but also those of the wider community which the new CEDT has a responsibility to serve. Timeline for the CEDT HQ project :-

Planning application submitted	October 2014
Planning approval received	January 2015
Tender cost and selection of contractor	March 2015
Detailed business case and intention to make Community Asset Transfer	March 2015
Let contract to preferred contractor	April 2015
Start on site	June 2015
Practical completion and actual transfer of the asset to FGCT	April 2016

STAGE 1: What is being assessed and by whom?	
	Operational start and opening ceremony June 2016
Responsible Officer	Patrick Bowes , CEDT Programme Manager
Department and Service	Economic Development Service Place Directorate
Date of Assessment	19 th September 2014

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?
Age	Whitleigh Neighbourhood stats <ul style="list-style-type: none"> • 0-24 – male 33% • 0-24 – female 23% • 50+ - male 26% • 50+ -female 27% 	Currently lack of access to employment and skills opportunity and jobs / business due to a legacy of market failure, intergenerational worklessness, and low business start-up rates Anyone under the age of 16 is not eligible to	Young people and people over 50 are two examples of disadvantaged groups. The new CEDT is a key component of the Cooperative Council's approach to giving people greater control over their lives, the services they receive, and amenities they use.	<ul style="list-style-type: none"> • Stage 1 – implementing the policy pledge to “begin the process of creating a community economic development trust in the north of the city” January 2013 – October 2014 • Stage 2 - The first project, creation of a business and community

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		become a member of the CEDT	<p>It also aims to connect people living in the most economically deprived communities of the city, to new employment opportunities</p> <p>There will be linked projects which work with young people so that anyone under the age of 16 may participate in business related to the CEDT e.g. running the music recording and production studio.</p>	<p>hub and new HQ will empower the new CEDT and embed capacity in the local community, to help tackle long-standing market failures, create new business and employment growth, and kick start the long term process of developing a sustainable business plan for its activities over the coming years.</p> <p>February 2014 – June 2016</p>
Disability	<p>Adults not in employment and dependent children and persons with long term health problems or disability</p> <p>Plymouth households 5% (dependent children) and</p>	<p>No adverse impacts are anticipated as Plymouth City Council does not discriminate on the basis of faith, religion or belief</p> <p>A positive impact will be reduction in inequality as</p>	<p>Building conversion project will be totally DDA compliant (2005 Act) Equality and Diversity compliance necessary if European Union capital funding applied for</p>	<p>PCC project manager will ensure that the building is fully accessible and ensure that the cross cutting theme of equality and diversity will be embedded into the project design</p>

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	<p>23% (no dependent children)</p> <p>ENGLAND households 4.6% (dependent children) and 21% (no dependent children)</p>	<p>this project will be the catalyst to embedding capacity in the local community through networking and implementing an engagement strategy that reaches out to a diverse range of organisations that have a contribution to make to people's lives.</p>	<p>Access to new services and facilities provided through the CEDT will ensure that any barriers people are facing will be addressed for example physical disabilities, special needs.</p>	
Faith, Religion or Belief	<p>32.9% of Plymouth's population stated that they had no religion</p> <p>58.1% of Plymouth's population stated they were Christian</p> <p>0.8% of Plymouth's population (2,078 people) stated their faith as Islam</p> <p>0.3% of Plymouth's population (861 people) stated their faith as Buddhism</p>	<p>No adverse impacts are anticipated as Plymouth City Council does not discriminate on the basis of faith, religion or belief</p> <p>A positive impact will be reduction in inequality as this project will be the catalyst to embedding capacity in the local community through networking and implementing an engagement strategy</p>	<p>CEDT Board when elected in October 2014 will need as part of their policies and procedures to make clear they welcome members irrespective of faith, religion or belief . The local religious groups play an active role in the community in terms of hosting community group meetings.</p>	<p>Chair of CEDT Board – January – June 2015</p>

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	0.2% of Plymouth's population (567 people) stated their faith as Hinduism	that reaches out to a diverse range of organisations that have a contribution to make to people's lives.		
Gender - including marriage, pregnancy and maternity	<p>Overall 50.6% of Plymouth's population are women; this reflects the national figure of 50.8%</p> <p>Of those aged 16 or over, 90,765 (42.9%) people are married.</p> <p>5,190 (2.5%) are separated and still legally married or legally in a same sex civil partnership.</p>	<p>No adverse impacts are anticipated as Plymouth City Council does not discriminate on the basis of faith, religion or belief</p> <p>A positive impact will be reduction in inequality as this project will be the catalyst to embedding capacity in the local community through networking and implementing an engagement strategy that reaches out to a diverse range of organisations that have a contribution to make to people's lives.</p>	<p>CEDT Board when elected in October 2014 will need as part of their policies and procedures to make clear they welcome members irrespective of gender – including marriage, pregnancy and maternity.</p> <p>The project will ensure family friendly facilities are accessible e.g. crèche, after school clubs</p>	Chair of CEDT Board – January – June 2015

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Gender Reassignment	<p>There were 26 referrals from Plymouth made to the Newton Abbot clinic, the nearest clinic, in 2013/14 to February</p> <p>The average age for presentation for reassignment of male to females is 40 – 49. For female to male, the age group is 20 – 29.</p> <p>23 transgender people belong to the Plymouth Pride Forum</p>	<p>No adverse impacts are anticipated as Plymouth City Council does not discriminate on the basis of faith, religion or belief</p> <p>A positive impact will be reduction in inequality as this project will be the catalyst to embedding capacity in the local community through networking and implementing an engagement strategy that reaches out to a diverse range of organisations that have a contribution to make to people's lives.</p>	<p>CEDT Board when elected in October 2014 will need as part of their policies and procedures to make clear they welcome members irrespective of gender reassignment. Membership and the wider community will not be discriminated against in the development of the new CEDT's future activities</p>	<p>Chair of CEDT Board – January – June 2015</p>
Race	<p>92% of Plymouth's population identify themselves as white British</p> <p>7.1% of Plymouth's population define themselves as Black</p>	<p>No adverse impacts are anticipated as Plymouth City Council does not discriminate on the basis of faith, religion or belief</p> <p>A positive impact will be</p>	<p>CEDT Board when elected in October 2014 will need as part of their policies and procedures to make clear they welcome members</p>	<p>Chair of CEDT Board – January – June 2015</p>

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	Minority and Ethnic	reduction in inequality as this project will be the catalyst to embedding capacity in the local community through networking and implementing an engagement strategy that reaches out to a diverse range of organisations that have a contribution to make to people's lives.	irrespective of race background. Membership and the wider community will not be discriminated against in the development of the new CEDT's future activities Race and culture will be considered as the project develops	
Sexual Orientation -including Civil Partnership	It is estimated that between 12,500 and 17,500 of Plymothians aged over 16 are Lesbian, Gay and Bi-sexual There are 34 Civil partnership Formations in Plymouth in 2013	No adverse impacts are anticipated as Plymouth City Council does not discriminate on the basis of faith, religion or belief A positive impact will be reduction in inequality as this project will be the catalyst to embedding capacity in the local community through networking and implementing an engagement strategy	CEDT Board when elected in October 2014 will need as part of their policies and procedures to make clear they welcome members irrespective of their sexual orientation – including civil partnership. Membership and the wider community will not be discriminated against in the	

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		that reaches out to a diverse range of organisations that have a contribution to make to people's lives.	development of the new CEDT's future activities	

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	<ul style="list-style-type: none"> The Local Economic Strategy states that individuals living in the city's most deprived areas often face a multitude of barriers to participating in the economy. Within the CEDT area, there exist persistent pockets of deprivation: the Index of Multiple Deprivation (IMD) 2010 shows that it includes one Lower Super Output Area (LSOA) in the top (most deprived) 5% in England, four in the top 10% and nine in the top 20%. It is on 'Employment' and 'Education, skills & training' where deprivation is most significant: 61% and 66% of the area's population live in LSOAs falling within the top 20% most deprived nationally for these respectively. 	<ul style="list-style-type: none"> The first CEDT project for the former Whitleigh Care Home will make a significant contribution to the city's Local Economic Strategy (LES) through the creation of a business and community hub in one of the city's most deprived communities. A new HQ will empower the new CEDT and embed capacity in the local community, to help tackle long-standing market failures, create new business and employment growth, and kick start the long term process of developing a sustainable business plan for its activities over the coming years. <p>The social benefits include :-</p> <ul style="list-style-type: none"> Providing a base for Whitleigh Big Local to

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	<ul style="list-style-type: none"> In addition, there are a host of other indicators that describe the challenges faced by the CEDT catchment area, including: fuel poverty; child poverty; key stage 2 and 4 attainment; permanent exclusions; eligibility for free school meals; children in care; vulnerable families; poor life expectancy; anti-social behavior and poor community cohesion. 	<p>provide community facilities, for example crèche, coffee mornings, meeting space, activities for kids and young people.</p> <ul style="list-style-type: none"> Providing a media/music/radio space for young people and adults to learn new skills and engage with wider members of the community Enabling FGCT to provide support and advice and training sessions to both adults and young people to help remove barriers to economic activity Enabling FGCT to support emerging and embryonic enterprises through hands on support, as well as providing premises Providing a focal point for strengthening membership, networks and capacity across the FGCT neighbourhoods Providing local employment generation through staffing Providing construction industry opportunities through the building contract – local labour and apprentices
<p>Good relations between different communities (community cohesion).</p>	<ul style="list-style-type: none"> The new CEDT aims to improve quality of life for residents in the north of the city through creating a robust local economy, a high quality environment, and enabling residents to achieve their aspirations and feel a sense of pride and ownership. 	<ul style="list-style-type: none"> Early in the development of the CEDT, wider stakeholder meetings with local residents, and other locally invested stakeholders in the form of community and third sector organisations were held to foster interest and commitment in developing an organisation which would work across the four neighbourhoods to improve the

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	<ul style="list-style-type: none"> • Three themes encapsulate the mission statement for the CEDT which can be summarized as:- - Prosperity – create an active and vibrant economy promoting and strengthening community enterprise and community asset ownership, increasing opportunities for jobs, apprenticeships, volunteering and training - Place – create a quality, safe, accessible environment that supports community and economic life, makes the most of natural assets, and enables the (CEDT) area to become a place where people want to live, work and visit - People – create a thriving, active, informed and engaged local community, in which residents feel their needs are being addressed, heritage and culture celebrated, aspirations raised, and residents can take control of their lives and futures • Without an umbrella organisation to champion the community needs across four different neighbourhoods, there will be no voice to articulate the specific needs of residents and connect people living in the most economically 	<p>economy of the area, services and facilities. 5 wider stakeholder meetings have been held, in addition to steering group meetings, with 3 visits organized – Millfields/Rio, Wolseley and Whitleigh care home. Also on street work undertaken to spread the word about the trust and survey on needs/issues and priorities. Approximately 60 stakeholders engaged.</p> <ul style="list-style-type: none"> • The community ownership of the CEDT is fundamental to its core principles and a key objective will be to ensure that the education, skills & employment training & learning opportunities are properly tailored to the local population and are productive / viable in terms of both enabling people to help themselves as well as offer social and economic benefits back to the community • The first CEDT project for the former Whitleigh Care Home will make a significant contribution to the city's Local Economic Strategy (LES) through the creation of a business and community hub in one of the city's most deprived communities. A new HQ will empower the new CEDT and embed capacity in the local community, to help tackle long-standing market failures, create new business and employment growth, and kick start the long term process of developing a sustainable business plan for its activities over the coming years.

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	deprived communities of the city, to new employment opportunities.	
Human Rights	<ul style="list-style-type: none"> • PCC recognises Article 14 of Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability. • All staff and service users will be treated fairly and their human rights will be respected. • No adverse impact on human rights has been identified. 	

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.	Amanda Ratsey, Head of Service	Date	Xxth October 2014