

EQUALITY IMPACT ASSESSMENT



PLYMOUTH

STAGE 1: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?	Proposals to Cabinet on building strong and inclusive communities
Responsible Officer	Chris Singer
Department and Service	Executive Office
Date of Assessment	18/11/14

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?
Age	<p>The average age in Plymouth (39.0 years) is about the same as the rest of England (39.3 years), but less than the SW (41.6yrs).²</p> <p><input type="checkbox"/> The city has the third lowest percentage of older people (75), and the fifth highest percentage of children and young people</p>	No	None	

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	<p>(under 18) of the 16 SW authorities.</p> <p><input type="checkbox"/> There are an estimated 32,670 students residing in the city of which approximately 3,000 are international students of 20-24 year olds.</p> <p>A new Framework for Social Cohesion has the potential to strengthen relationships and cohesion within and between these different age groups.</p>			
Disability	<p>31,164 people (from 28.5% of households) declared themselves as having a long-term health problem or disability (national figures 25.7% households)</p> <p><input type="checkbox"/> 10% of our population have their day-today activities limited a lot by a long-term health problem or disability.</p>	No	None	

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	<input type="checkbox"/> Self-assessment of health yielded percentages of fair, bad, and very bad health of 13.9%, 5.1% and 1.4% respectively. <input type="checkbox"/> 1,224 adults registered with a GP in Plymouth have some form of learning disability. <input type="checkbox"/> 17.5 per 1,000 children in Plymouth have a learning difficulty reported by schools A new Framework for Social Cohesion has the potential to strengthen relationships and cohesion within and between disabled and non-disabled communities.			
Faith, Religion or Belief	<input type="checkbox"/> Main religions are Christian (148,917 people ie 58.1% - decreased from 73.6% since 2001) and Islam (2,078 people ie 0.8% - doubled since	No	None	

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	<p>2001).</p> <p>32.9% of the Plymouth population stated they had no religion.</p> <p><input type="checkbox"/> Those with a Hindi, Buddhist, Jewish or Sikh religion represent a combined total of less than 1%.</p> <p><input type="checkbox"/> 0.5% of the population had another religion eg Paganism or Spiritualism.</p> <p>A new Framework for Social Cohesion has the potential to strengthen relationships and cohesion within and between communities of different faiths / those with no religion.</p>			
Gender - including marriage, pregnancy and maternity	<p>50.6% of our population are women (national figure 50.8%).</p> <p>Of those aged 16 and over</p>	No	None	

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	<p>90,765 (42.9%) people are married.</p> <p><input type="checkbox"/> There were 34 Civil Partnership Formations in Plymouth in 2013</p> <p>There were 3,280 births in 2011</p> <p>A new Framework for Social Cohesion has the potential to strengthen relationships and cohesion between people making different choices over marriage / civil partnerships and promote gender and pregnancy / maternity equality.</p>			
Gender Reassignment	<p><input type="checkbox"/> There were 26 referrals from Plymouth made to the Newton Abbott clinic, our nearest clinic, in 2013/14.</p> <p>23 transgender people belong to the Plymouth Pride Forum</p>	No	None	

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Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	A new Framework for Social Cohesion has the potential to strengthen relationships and cohesion between transgender people and wider communities.			
Race	<p>92.9% of Plymouth's population identify themselves as White British.</p> <p><input type="checkbox"/> 7.1% identify themselves as Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common ethnic groups.</p> <p><input type="checkbox"/> Our BME population rose from 3% in 2001 to 6.7% in 2011.</p> <p>A new Framework for Social Cohesion has the potential to strengthen</p>	No	None	

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	relationships and cohesion within and between people of different races and national origins.			
Sexual Orientation -including Civil Partnership	<p>There is no precise local data on numbers of Lesbian, Gay and Bi-sexual (LGB) people in Plymouth, but nationally it is estimated the figure is between 5 - 7%. This would mean that for Plymouth the figure is approximately 12,500 – 17,500 people (aged over 16).</p> <p>A new Framework for Social Cohesion has the potential to strengthen relationships and cohesion within and between LGB people and wider communities.</p>	No	None	

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.	By integrating with wider work on community engagement, as proposed, a new Framework for Social Cohesion has the potential to strengthen engagement of communities facing the most inequalities and support addressing these issues.	N/A
Good relations between different communities (community cohesion).	A new Framework for Social Cohesion has the potential to strengthen relationships and cohesion within and between diverse communities across Plymouth.	N/A
Human Rights	None	N/A

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.		Date	