

EQUALITY IMPACT ASSESSMENT

Economic Development



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	Updated booking arrangements for Plymouth Hoe
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Department and service	Economic Development – Marketing and Events
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STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See guidance on how to make judgement	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).</p> <p>The city has the third lowest percentage of older people, and the fifth highest percentage of children and young people (under 18) of the 16 SW county and unitary authorities</p>	<p>No impact</p> <p>These updated terms and conditions would allow a transparent process for all groups to apply to hold an event on Plymouth Hoe.</p> <p>The impact on all residents would be taken into consideration with all applications</p>	N/A	
Disability	28.5% of households in	No impact	N/A	

	<p>Plymouth declare themselves as having a long term health problem or disability (nationally this is 25.7%).</p>	<p>These updated terms and conditions would allow a transparent process for all disability charities and groups to apply to hold an event on Plymouth Hoe.</p> <p>The impact on all residents would be taken into consideration with all applications</p> <p>Disabled parking and the level of need is addressed in the new terms and conditions.</p>		
<p>Faith/religion or belief</p>	<p>Data shows that 32.9% of the Plymouth population stated they had no religion.</p> <p>Hindu, Buddhist, Jewish and Sikh combined totalled less than 1%.</p> <p>0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p>	<p>No impact.</p> <p>These updated terms and conditions would allow a transparent process for all religious and cultural groups to apply to hold an event on Plymouth Hoe.</p> <p>The impact on all residents would be taken into consideration with all applications</p>	<p>N/A</p>	
<p>Gender - including</p>	<p>Citywide data shows that</p>	<p>No impact.</p>	<p>N/A</p>	

marriage, pregnancy and maternity	overall 50.6% of our population are women; this reflects the national figure of 50.8%	<p>These updated terms and conditions would allow a transparent process for all genders to apply to hold an event on Plymouth Hoe.</p> <p>The impact on all residents would be taken into consideration with all applications</p>		
Gender reassignment	National figures (ONS 2013) indicate that up to 10,000 people have gone through this process, with 23 known cases in Plymouth.	<p>No impact</p> <p>These updated terms and conditions would allow a transparent process for all groups to apply to hold an event on Plymouth Hoe.</p> <p>The impact on all residents would be taken into consideration with all applications</p>	N/A	
Race	<p>92.9% of Plymouth's population is White British</p> <p>7.1% are Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common.</p>	<p>No impact</p> <p>These updated terms and conditions would allow a transparent process for all groups to apply to hold an event on Plymouth Hoe.</p>	N/A	

	<p>We are a dispersal area for asylum seekers: up to 300 people will be accommodated in the City at any given time.</p> <p>The 2011 Census records that there were 4328 people from the A8 and A2 Accession Countries resident in the City. Of these 2332 recorded their country of birth as Poland</p>	<p>The impact on all residents would be taken into consideration with all applications</p>		
<p>Sexual orientation - including civil partnership</p>	<p>It is nationally estimated at between 5 to 7 % of the population are Lesbian, Gay and Bisexual (LGB). This would mean that approximately 12,500 people aged over 16 in Plymouth are LGB.</p>	<p>No impact</p> <p>These updated terms and conditions would allow a transparent process for all groups to apply to hold an event on Plymouth Hoe.</p> <p>The impact on all residents would be taken into consideration with all applications</p>	<p>N/A</p>	

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
<p>Reduce the gap in average hourly pay between men and women by 2020.</p>	<p>N/a</p>	
<p>Increase the number of hate</p>	<p>N/A</p>	

crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.		
Good relations between different communities (community cohesion)	N/A	
Human rights Please refer to guidance	N/A	

STAGE 4: PUBLICATION

Responsible Officer

Date

Director, Assistant Director or Head of Service