

EQUALITY IMPACT ASSESSMENT

Mayflower 400 capital projects



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<p>What is being assessed - including a brief description of aims and objectives?</p>	<p>Mayflower 400 will be a far reaching programme of activities and investment on a transformational scale, and will act as a platform for an international commemoration of the remarkable relationship between our nations which began with the Pilgrims journey and the Mayflower in 1620.</p> <p>Mayflower 400 comprises the following capital projects:</p> <ul style="list-style-type: none"> ▪ Mayflower Heritage Trails Programme – Three historic walking trails ▪ Public Realm Works – Mayflower steps, Sir John Hawkings Square, Pryssten House, Entrance to Southside Street ▪ Refurbishment of Historic Houses - Merchants House and Elizabethan House ▪ Mayflower Monument Public Art ▪ Waterfront Event Infrastructure
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<p>Department and service</p>	<p>Project and Contract Management, Finance, Transformation and Change</p>
<p>Date of assessment</p>	<p>18/07/17</p>

STAGE 2: EVIDENCE AND IMPACT

<p>Protected characteristics (Equality Act)</p>	<p>Evidence and information (eg data and feedback)</p>	<p>Any adverse impact <i>See guidance on how to make judgement</i></p>	<p>Actions</p>	<p>Timescale and who is responsible</p>
<p>Age</p>	<p>The proposed capital works are accessible to all. Children and young people (CYP) under 18 account for 19.8 per cent of our population within this 17.5 per are under</p>	<p>No adverse impacts</p>	<p>Education packs are already being produced by the Mayflower Education Officer and will be distributed to the City's schools and will potentially be available nationally electronically.</p>	<p>2017-2020</p>

	<p>16. The Mayflower programme of works includes an education strand which aspires to every child knowing the story of the Mayflower. The capital works will support the education programme by providing an engaging outdoor learning environment which will run alongside the curriculum materials being developed for, and delivered through, the City's primary and secondary schools.</p> <p>One in three people in our community is aged over 50. Volunteering opportunities have been cited as a key priority for older people. Mayflower 400 incorporates an extensive volunteer programme with a range of activities suitable for all interests. The three historic trails will provide an opportunity for walking which will benefit health.</p>		<p>Liaison will take place with the Mayflower Education Officer to ensure that the capital works align with the needs of schools.</p> <p>The volunteer programme is under development by the Volunteer Programme lead officer and opportunities for volunteering are already available</p>	
<p>Disability</p>	<p>A total of 31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability (national figure 25.7 per cent of households), compared with the total number of people with disabilities in UK (11,600,000). Where reasonable and</p>	<p>No adverse impacts</p>	<p>The design of the physical works and interpretation will consider the needs of disabled people and refer to the Historic England Guidance.</p>	<p>2017-2020</p>

	proportionate particularly given the listed status of the historic houses and conservation area locations, the capital projects will provide access for all. New interpretation will reflect the specific needs of the various disability groups.			
Faith/religion or belief	The proposed capital works are accessible to all. Plymouth has a diversity of faith groups. Faith and religious groups are being involved in the Mayflower project. Religion and particularly the freedom to worship was the reason why the Pilgrim Fathers sailed to America.	No adverse impacts	The Mayflower narrative will explore themes of religious differences and consider the modern day significance of this e.g. through interpretation and community and other activities.	2018-2020
Gender - including marriage, pregnancy and maternity	The proposed capital works are accessible to all. The Mayflower narrative could include the story of the women and children who travelled on the Mayflower whose story has previously not been told	No adverse impacts	We will consider including the story of the women and children who sailed on the Mayflower e.g. through interpretation and community and other activities.	2018-2020
Gender reassignment	The proposed capital works are accessible to all.	No adverse impacts	Consideration to be given to non-gender toilet provision in the historic houses.	2017-2018
Race	The proposed capital works are accessible to all. One of the overarching narratives for the Mayflower 400 project is about respect and tolerance of differences	No adverse impacts	Respect of differences and tolerances will be a key theme of the community engagement programme for the capital projects.	2017-2018
Sexual orientation -	The trails, historic houses and	No adverse impact	N/A	N/A

including civil partnership	water infrastructure will be open to all
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STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

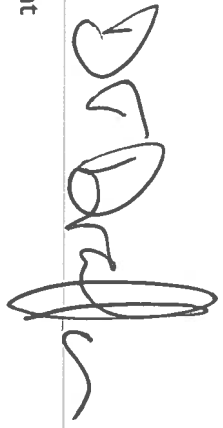
Local priorities	Implications	Timescale and who is responsible
Reduce the gap in average hourly pay between men and women by 2020.	Mayflower 400 is expected to realise significant benefits to the city's economy and create new jobs. Across all associated projects, the impact is estimated at 5,407 FTE jobs and £256m GVA for the Plymouth area. Investment in Plymouth's heritage is key to the realisation of these benefits, in order to create a visitor offer that draws in additional tourists and shows the city in the best possible light, exploiting the international attention attached to the Mayflower 400 commemoration. Mayflower 400 will showcase the city internationally, which will raise its profile as an attractive place to live, visit, and invest. £500,000 of funding has already been secured from Visit Britain to promote the Mayflower trail to the US market. This is an opportunity to position the City nationally and internationally at the heart of an internationally significant commemoration. Mayflower 400 will also provide local people with opportunities to volunteer in a wide range of activities and gain new transferable skills.	Up until 2020 and beyond as the legacy of Mayflower is expected to be felt long after 2020.
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disabled, homophobic, transphobic and faith, religion and belief incidents by 2020.	The Mayflower Programme has a strong narrative around respect for difference and tolerance. The modern day relevance of the story of the Pilgrim Fathers and the assistance the Wampanoag Native American Tribe gave the new settlers will be fully explored through this project. Raising sensitive subjects could raise negative commentary and this will be considered in the activity planning. The need for training will be considered.	Up until 2020 and beyond as the legacy of Mayflower is expected to be felt long after 2020. The community engagement programme will include activities that relate to respect for difference and tolerance.
Good relations between different communities (community cohesion)	The Mayflower Programme will put citizens at the heart of decision making, providing meaningful opportunities for residents to inform decisions about how resources are allocated, for example in the relation to public realm improvements. Citizens will also be mobilized to shape the celebration through a wide reaching engagement programme, promoting social inclusion and personal development by enabling community events, cultural activities and creating volunteering opportunities. The programme will reduce social inequality by generating	Up until 2020 and beyond as the legacy of Mayflower is expected to be felt long after 2020. The community engagement programme will include activities designed to bring communities together to engage with modern day Mayflower themes.

	<p>additional employment opportunities and targeting resources in traditionally excluded communities ensuring that the Mayflower celebration involves the city as a whole. Health inequality will be addressed through investment made in public spaces, encouraging residents to engage in healthy leisure activities such as walking and leaving a legacy of wellbeing.</p>	
<p>Human rights Please refer to guidance</p>	<p>Accessing and understanding an accurate and comprehensive portrayal of their heritage and place in the world is a right of every citizen. This project will enable all residents of Plymouth to achieve an understanding of its history, increasing a sense of belonging and pride. With respect to modern day relevance, the project will be used to explore human rights including the Human Rights Act and Freedom of Conscience.</p>	<p>Up until 2020 and beyond as the legacy of Mayflower is expected to be felt long after 2020.</p>

STAGE 4: PUBLICATION

Responsible Officer: David Draffan

Assistant Director for Economic Development



Date 18.07.17

