

EQUALITY IMPACT ASSESSMENT



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>Following a change to the political balance of the City Council, officers have been tasked to provide an amended Committee Structure for approval by Council. Changes are detailed in appendix one and two with nominations at appendix three to this report.</p> <p>Constitutional amendments as appended to this report will give effect to a -</p> <ul style="list-style-type: none"> • new scrutiny structure, consisting of four committees; • changes to the role of Audit Committee to include responsibilities for governance and constitutional review.
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Department and service	Executive Office, Oversight and Governance
Date of assessment	16/05/18

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 South West (41.6yrs). Of the 16 SW authorities we have the third lowest percentage of older people</p>	<p>Young people are less likely to vote and are often put off by our existing mechanisms for engaging our local communities.</p> <p>Older people may have retired before home computers (PCs) became widely used in the workplace. Some use the extra time available to learn about</p>	<p>The wider use of social media will support the engagement of younger people.</p> <p>Our first stop shop has free internet access and a digital champion's service to support customers.</p>	Lead Scrutiny Officer

	<p>(75), and the fifth highest percentage of children and young people (under 18). Children and young people (CYP) under 18 account for 19.8 per cent of our population within this 17.5 per cent are under 16.</p>	<p>computer technology and the internet. Others are deterred by their lack of experience.</p>		
Disability	<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). 10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability. 1,224 adults registered with a GP in Plymouth have some form of learning disability (2010/11). In consultation responses disabled people have said: With regard to computer access, we need to address people's literacy levels first</p>	<p>Disabled people are significantly less likely to live in households with access to the internet than non-disabled people. Physical access to buildings continues to present a barrier to engagement for people with mobility impairments.</p>	<p>Free internet access is available from a range of council buildings with good physical access, e.g. libraries, and our first stop shop.</p>	<p>Lead Scrutiny Officer</p>

	and ensure that they have the knowledge to keep up with changes in technology.			
Faith/religion or belief	<p>84,326 (32.9%) per cent of the Plymouth population stated they had no religion.</p> <p>Christianity: 148,917 people (58.1 per cent), decreased from 73.6 per cent since 2001.</p> <p>Islam: 2,078 people (0.8 per cent), doubled from 0.4 per cent since 2001.</p> <p>Buddhism: 881 people (0.3 per cent), increased from 0.2 per cent since 2001.</p> <p>Hinduism: 567 people (0.2 per cent) described their religion as Hindu, increased from 0.1 per cent since 2001.</p> <p>Judaism: 168 people (0.1 per cent), decreased from 181 people since 2001.</p> <p>Sikhism: 89 people (less than 0.1 per cent), increased from 56 people since 2001.</p> <p>0.5 per cent of the population had a current religion that was not Christianity, Islam, Buddhism, Hinduism, Judaism or Sikh, such as Paganism or Spiritualism.</p>	No impact anticipated.	N/A	N/A

Gender - including marriage, pregnancy and maternity	<p>Overall 50.6 per cent of our population are women and 49.4 per cent are men: this reflects the national figure of 50.8 per cent women and 49.2 per cent men.</p> <p>There were 3280 births in 2011. Birthrate trends have been on the increase since 2001, but since 2010 the number of births has stabilised. Areas with highest numbers of births include Stonehouse (142), Whitleigh (137) and Devonport (137).</p> <p>Of those aged 16 and over, 90,765 people (42.9 per cent) are married. 5,190 (2.5 per cent) are separated and still legally married or legally in a same-sex civil partnership.</p>	Childcare demands can present a significant barrier to women with children attending evening meetings.	Consider scheduling meetings at different times so that women with children can attend especially if the subject in hand is one which has particular relevance..	Lead Scrutiny Officer
Gender reassignment	<p>It is estimated that there may be 10,000 transgender people in the UK.</p> <p>There were 26 referrals from Plymouth made to the Newton Abbott clinic, in 2013/14.</p> <p>The average age for presentation for reassignment of male-to-females is 40-49.</p>	No impact anticipated.	N/A	Lead Scrutiny Officer

	<p>For female-to-male the age group is 20-29.</p> <p>Twenty three transgender people belong to Pride in Plymouth.</p>			
Race	<p>92.9 per cent of Plymouth's population identify themselves as White British. 7.1 per cent identify themselves as Black and Minority Ethnic (BME) with White Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.</p> <p>Our recorded BME population rose from 3 per cent in 2001 to 6.7 per cent in 2011, and therefore has more than doubled since the 2001 census.</p> <p>Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three.</p> <p>Based on full year data for 2012-13, our Translate Plymouth services recorded that the most requested languages are</p>	<p>Some communities may find it difficult to engage in the scrutiny process if their language needs are not considered.</p>	<p>The use of Plain English will facilitate access for those whose understanding of English is limited and webcasting will be especially helpful for those who can understand spoken English but who can't read English.</p> <p>Consideration will be given to providing translated material on request, especially where the subject matter is particularly relevant.</p>	<p>Lead Scrutiny Officer</p>

	Polish, British Sign Language (BSL) and Chinese Mandarin.			
Sexual orientation - including civil partnership	There is no precise local data on numbers of Lesbian, Gay and Bi-sexual people in Plymouth, but nationally the government have estimated this to be between 5 - 7 per cent and Stonewall agree with this estimation given in 2005. This would mean that for Plymouth the figure is approximately 12,500 to 17,500 people aged over 16 in Plymouth are LGBTQ.			Lead Scrutiny Officer

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.	N/A.	Lead Scrutiny Officer
Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.	N/A.	Lead Scrutiny Officer
Good relations between different communities (community	Ensuring that all communities are able to enjoy good access to scrutiny functions will help to promote good relations.	Lead Scrutiny Officer

cohesion)		
Human rights Please refer to guidance	Article 10 – Freedom of Expression – In conducting scrutiny reviews we must ensure that we do not curtail the right of individuals to freely state their views without fear of intervention provided that they behave responsibly and respect other people’s rights.	Lead Scrutiny Officer

STAGE 4: PUBLICATION

Responsible Officer GILES PERRITT, ASSISTANT CHIEF EXECUTIVE

Date 16/05/18