

EQUALITY IMPACT ASSESSMENT

Plymouth Plan – 2019 Refresh



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 assessment is of the Plymouth Plan refresh 2019, which is being considered by Council on 26 March 2019. The original Plymouth Plan Part One was adopted by Council in September 2015, with a subsequent Plan being presented and approved alongside the Joint Local Plan in February 2017. This assessment includes updated data and considers any further impact based on changes to the plan since 2015.

The Plymouth Plan is a single strategic plan for the city, looking ahead to 2034 and beyond and will bring together all the city's long term strategic plans into one place and will deliver a full review of the current Local Development Framework Core Strategy.

It incorporates the strategic policy elements of the following:

- Local Transport Plan
- Local Economic Strategy
- Waste Strategy
- Health and Wellbeing strategies
- Children and Young Peoples Plan
- Sustainable Communities Strategy
- Visitor Plan
- Vital Spark Cultural Strategy

Plus a range of other longer term plans and planning processes that have previously been developed separately.

This coordinated approach will allow the city to have a single voice on its strategic priorities and help all key partners to pull together in the same direction.

STAGE I: What is being assessed and by whom?

By implementing the Plan Plymouth will:

- Grow the population to nearly 300,000 by 2034
- Create 13,200 new jobs
- Build 19,000 new homes
- Reduce carbon emissions by 50 per cent
- Ensure every household is within 400m of a green/play space
- Ensure 100 per cent of children who leave school can read and write
- Ensure everyone lives within 400m of a bus stop
- Reduce the amount of waste which goes to landfill to 2 per cent

The monitoring of the impact on the Protected Characteristics under the Equality Act 2010 have been incorporated into the monitoring of the Plymouth Plan which will have two distinct components:

1. The overall direction, as encapsulated within the plan's *Philosophy* and *Themes* and the *Strategic Outcomes*, will be tracked to ensure that we are making sufficient and timely progress towards the *City Vision*. This will be done on a quarterly basis, with reports to City leaders, culminating in an annual report and a Plymouth 'state of the city' conference.
2. Monitoring of the detailed delivery of the plan, as contained within its *Strategic Objectives* and *Policies*, and associated delivery plans, will be undertaken by the relevant partners, and only reported to City leaders where specific delivery risks have been identified.

Author

Original author - Jessica Vaughan
Review carried out by Darin Halifax

Department and Service

Strategic Planning and Infrastructure/Chief Executive Office

Date of Assessment

Original assessment - August 2015
Review carried out – March 2019

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact? <small>See the guidance on how to make this judgement.</small>	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 (75), and the fifth highest percentage of children and young people (under 18) of the 16 SW authorities.</p> <p>Plymouth has the sixth highest percentage of working age people of the 16 SW county and unitary authorities.</p> <p>In 2017 children and young people (CYP) under-18 account for 19.8 per cent of the population.</p> <p>In 2017 18.1 per cent of Plymouth's population is aged 65 or over.</p> <p>As of 2015, there are estimated to be 480 (5.6 per cent) young people aged between 16 and 18 who are not in education, employment or training (NEET). Young people are disengaged from democratic process. Existing mechanism for engaging our local communities are not attracting young people.</p> <p>Older and younger people often have</p>	<p>No, given the amendments proposed to refreshed plan (summarised in actions column).</p> <p>The plan considers the needs of people of all ages. In relation to the consultation draft plan, the evidence identified that:</p> <ul style="list-style-type: none"> • There is a lack of reference to intergenerational communication and integration with health and wellbeing. <p>When we deliver new development in the city it will be important to ensure the voice of all ages is considered as many young people struggle to be heard when consulting on decisions made in the city.</p> <p>The refresh has strengthened the message around digital, technology and smart cities.</p>	<p>Plan Policy 11 (HEA4), Playing an active role in the community, Policy 15 (HEA8), Meeting Local Housing Need and Policy 19 (GRO2), Delivering Skills and Talent Development have been strengthened: to better recognise:</p> <ul style="list-style-type: none"> • the need for intergenerational understanding and communication; • to enable older people and the most vulnerable to secure and sustain their independence in a home appropriate to their circumstances; • to aid those who cannot meet academic targets; • to include more integration with health and wellbeing, and; • to encourage older people to stay active and to become a Dementia Friendly city. <p>For the refresh the Plan needs to consider as part of the narrative supporting GRO1 – Creating the conditions for economic growth innovative digital technologies in e-health, and a challenging ageing demographic which presents opportunities for testing technologies in Healthy Ageing.</p>	<p>September 2015, for the changes (Plymouth Plan Project Team and Plymouth Plan Working Group).</p> <p>March 2019 for additional changes.</p> <p>Overall arrangements for monitoring and governance of the plan are currently under development in consultation with the Working Group.</p>

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact? <small>See the guidance on how to make this judgement.</small>	Actions	Timescale and who is responsible?
	<p>different needs and views. There is significant scope for intergenerational work to deliver benefits for both groups.</p> <p>Rising house prices and changes to Housing Benefit are making it hard for young people to get onto the housing ladder or achieve independence. Older people experience social isolation but fear the loss of independence that comes with moving into communal establishments.</p> <p>Older people struggle to achieve the highest standard of physical and mental health due to Age related illness e.g. declining eye sight and hearing, physical frailty, trips and falls and dementia.</p>		<p>The Plan has been strengthened by the inclusion of language around inclusiveness and there has been significant updates to Policy HEA1 (Addressing health inequalities, improving health literacy) and its narrative, to incorporate the Five Ways to Wellbeing, better recognise lifelong impacts of adverse experiences and traumas, incorporate the Wellbeing Hubs initiative and incorporate general updates on public health data and initiatives. Updates have been made to Policy HEA8 (Meeting local housing needs) to be more responsive to specific housing needs and tackling homelessness.</p> <p>We will monitor these changes for the life of the Plan.</p>	
Disability	<p>More people are living with a disability now than in the past because we're living longer, and improved medical treatments are enabling more people to manage long-term health problems. The Equality and Human Rights Commission says that 58 per cent of people over 50 will have a long-term health condition by 2020.</p> <p>31,164 people (from 28.5 per cent of households) declared themselves as</p>	<p>No, given the amendments proposed to the plan (summarised in actions column).</p> <p>The plan considers the needs of people with disabilities. The evidence identifies that:</p> <ul style="list-style-type: none"> It will be important that to recognise the needs of people with all types of disabilities, including 	<p>We have strengthened Plan Policy 9 (HEA2) Delivering the best outcomes for Children, Young People and Families and Policy 12 (HEA5), Delivering strong and safe communities and good quality neighbourhoods to ensure:</p> <ul style="list-style-type: none"> that the voice of children with additional needs and their parents are heard. to provide good emergency vehicle accessibility in new 	As above

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	<p>having a long-term health problem or disability. 10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability.</p> <p>Nearly 26,300 people aged 18 to 64 years suffer from some form of common mental disorder in Plymouth. Number of working adults with disability 27,166. Number of state pension age people with disability 17,937.</p> <p>Number of children with disability 3,142. 1,224 adults registered with a GP in Plymouth have some form of learning disability (2010/11).</p> <p>There has been a 10 per cent increase in the number of referrals to the Child and Adolescent Mental Health Services (CAMHS) in Plymouth and service providers report an increase in the number of referrals as well as an increase in the complexity of children and young people's needs and issues requiring attention.</p> <p>Hospital admissions of young people (aged 10-24 years) for self-harm in Plymouth are higher than the England average (667 per 100,000 population as opposed to 407 per 100,000 population).</p>	<p>sensory impairments, mental health and learning disabilities.</p> <ul style="list-style-type: none"> • There was a lack of reference to ensuring the voice of disabled people was heard and a lack of reference in the plan to supporting adults with extra needs. 	<p>developments and infrastructure projects which accommodate children and vulnerable adults, including schools, residential care homes and special housing.</p> <p>Policy 10 (HEA3) supporting adults with social care needs, is a new policy which has been introduced which looks at supporting adults with health and social care needs.</p> <p>For the refresh there has been significant updates to Policy HEA1 (Addressing health inequalities, improving health literacy) and its narrative, to incorporate the Five Ways to Wellbeing, better recognise lifelong impacts of adverse experiences and traumas, incorporate the Wellbeing Hubs initiative and incorporate general updates on public health data and initiatives (Section 4).</p> <p>There has been clarifications and updates to Policy HEA2 (Delivering the best outcomes for children, young people and families) and its narrative, including more explicit recognition of SEND (children with special educational needs and disabilities) (Section 4).</p>	

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			<p>There is an update to Policy HEA8 (Meeting local housing needs) to be more responsive to specific housing needs and tackling homelessness (Section 4).</p> <p>We will monitor these changes for the life of the Plan.</p>	
Faith/Religion or Belief	<p>While the number of people who classify themselves as Christians has fallen, most of the minority religions/faiths have increased</p> <p>32.9 per cent of the Plymouth population stated they had no religion. Christian - 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 (<0.1 per cent),</p>	<p>No, given the amendments proposed to the plan (summarised in actions column).</p> <p>The plan considers the needs of faith communities. In relation to the plan, the evidence identifies that:</p> <ul style="list-style-type: none"> As the city expands and faith communities groups become more diverse it will be important to recognise different faith, religions and beliefs and to incorporate their needs. 	<p>We have strengthened the Plan, Theme 2, A city of linked sustainable communities, Policy 12 (HEA5), Delivering strong and safe communities and good quality neighbourhoods and Policy 29 (JLP), place shaping and the quality of the built environment:</p> <ul style="list-style-type: none"> to include places of worship; to become more robust with tackling crime and disorder; to recognise places of worship as community assets and; to recognise the historic value and character of an area when considering new development. <p>For the refresh we have reviewed and strengthened the language around inclusiveness throughout the plan.</p> <p>We have also updated Policy INT8 (Celebrating diverse communities) to reflect the importance of tackling hate</p>	As above

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	<p>increased from 56 people since 2001</p> <p>0.5 per cent of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p>		<p>crime (Section 6).</p> <p>We will monitor these changes for the life of the Plan.</p>	
Gender - including marriage, pregnancy and maternity	<p>49.4 per cent of the population are classified as being male in Plymouth while 50.6 per cent are classified as female.</p> <p>Overall 50.2 per cent of our population are women and 49.8 per cent are men: this reflects the national figure of 50.7 per cent women and 49.3 per cent men.</p> <p>There were 2,815 births in 2016. Birth rate trends were stable between 2013 and 2016 but have started to decline. The wards with the highest numbers of births are Devonport (268), St Peter and the Waterfront (219).</p> <p>Of those aged 16 and over, 90,765 people (42.9 per cent) are married and 78,544 (37.1 per cent) are single. 5,190 (2.5 per cent) are separated and still legally married or legally in a same-sex civil partnership. 22,272 (10.5 per cent) are divorced.</p>	<p>No, given the amendments proposed to the plan (summarised in actions column).</p> <p>The plan considers the needs of men and women. In relation to the plan, the evidence identifies that:</p> <ul style="list-style-type: none"> Flexible working is key to addressing the gender pay gap as well as meeting parents' needs for an appropriate work/life balance. 	<p>We have reviewed and strengthened the language around inclusiveness throughout the plan.</p> <p>We have strengthened, Policy 9 (HEA2), Delivering the best outcomes for Children, Young People and Families and Policy 12 (HEA5), Delivering strong and safe communities and good quality neighbourhoods:</p> <ul style="list-style-type: none"> to promote family-friendly work environments and provision of childcare facilities to support parents, and; to become more robust with tackling crime and disorder. <p>For the refresh we have strengthened HEA2, Delivering the best outcomes for Children, Young People and Families to ensure that employers and service providers are sensitive to the needs of working parents.</p>	As above

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	Nationally, the current gender pay gap is 8.6 per cent for F/T employees (ONS, 2018), down from 9.1 per cent in 2017. In Plymouth the current gender pay gap is 6.5 per cent for F/T employees (ONS, 2018)		We will monitor these changes for the life of the Plan.	
Gender Reassignment	There are no official estimates for gender reassignment at either a national or local level. However, in a Home Office funded study, GIREs (Gender Identity Research and Education Society) estimate that between 300,000 and 500,000 are experiencing some degree of gender variance nationally. If we apply this to Plymouth, this equates to between 1,200 and 2,000 adults.	<p>No, given the amendments proposed to the plan (summarised in actions column).</p> <p>The plan considers the needs of people undergoing Gender Reassignment. In relation to the plan, the evidence identifies that:</p> <ul style="list-style-type: none"> • there was a lack of reference to valuing minority communities and tackling crime and disorder. • The number of people deciding to undergo Gender reassignment is increasing. 	<p>We have strengthened Plan Policy 12 (HEA5), Delivering strong and safe communities and good quality neighbourhoods: and Policy 38 (INT8), Celebrating Diverse Communities:</p> <ul style="list-style-type: none"> • become more robust with tackling crime and disorder; • to ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city. <p>For the refresh we have reviewed and strengthened the language around inclusiveness throughout the plan.</p> <p>We have also updated Policy INT8 (Celebrating diverse communities) to reflect the importance of tackling hate crime (Section 6).</p> <p>We will monitor these changes for the life of the Plan.</p>	As above

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Race	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>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 3per cent in 2001 to 6.7 per cent in 2011 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. Based on full year data for 2016-17, our Translate Plymouth services recorded that the most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin.</p> <p>Four neighbourhoods have population of a school age children where 20 per cent or more are from a BME background.</p> <p>They are City Centre (38.0 per cent), Greenbank and University (32.3 per cent), Stonehouse (29.9 per cent) and East End (23.4 per cent). There are 1867 school children (over 5 years old)</p>	<p>No, given the amendments proposed to the plan (summarised in actions column). The plan considers the needs of people from BME backgrounds. In relation to the plan, the evidence identifies that:</p> <ul style="list-style-type: none"> a lack of reference to valuing minority communities Our residents believe that community cohesion has decreased in the city <p>As we grow the city the migrant population of the city will also grow, it will be important to breakdown language barriers between local communities and to promote good relations between people from different backgrounds.</p>	<p>We have strengthened Policies 12 (HEA), Delivering strong and safe communities and good quality neighbourhoods and Policy 38 (INT8), Celebrating Diverse Communities to:</p> <ul style="list-style-type: none"> ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city. <p>For the refresh we have updated Policy INT8 (Celebrating diverse communities) to reflect the importance of tackling hate crime (Section 6) and we have reviewed and strengthened the language around inclusiveness throughout the plan.</p> <p>We will monitor these changes for the life of the Plan.</p>	As above

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	<p>that speak English as an additional other language.</p> <p>Between January 2004 when free movement restrictions on the A8 accession countries (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia) were lifted and December 2016 a total of 14,119 National Insurance Numbers (NINOs) have been issued to EU nationals who were resident in Plymouth at the time. Of these 7963 were men and 6159 were women, 76per cent were aged between 25 and 44.</p> <p>In 2017, there were a total of 443 hate crimes and incidents reported in Plymouth, which is a small decrease on the figures reported in 2016.</p>			
Sexual Orientation - including Civil Partnership	<p>There is no definitive data on sexual orientation at a local or national level; however a recent estimate from the 2015 ONS Annual Population Survey (APS) suggests that 1.7 per cent of the UK population is LGB. This equates to just over 3,600 LGB people in Plymouth.</p> <p>There are 464 in a Registered Same-Sex Civil Partnership.</p>	<p>No, given the amendments proposed to the plan (summarised in actions column).</p> <p>The plan considers the needs of LGB people. In relation to the consultation draft plan, the evidence identifies that:</p> <ul style="list-style-type: none"> • There was a lack of reference to valuing 	<p>Plan Policy 12 (HEA5) and Policy 38 (INT8) have been strengthened to become more robust with tackling crime and disorder and to ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city.</p> <p>For the refresh we have updated Policy INT8 (Celebrating diverse communities)</p>	As above

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		<p>minority communities.</p> <p>As the city grows in population numbers it will be important to ensure services also grow to ensure that we meet the needs of all our diverse communities.</p>	<p>to reflect the importance of tackling hate crime (Section 6) and we have reviewed and strengthened the language around inclusiveness throughout the plan.</p> <p>We will monitor these changes for the life of the Plan.</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?
Reduce the inequality gap, particularly in health between communities.	Inequality and fairness will be addressed for those living and working in the city as the city grows.	The life of the Plan – detailed monitoring and governance arrangements are currently under development in consultation with Plymouth Plan Working Group
Good relations between different communities (community cohesion).	Every person who lives in or visits the city will be treated fairly and with respect through prioritising the importance of physical, financial and intellectual access to facilities, services and opportunities and promoting community cohesion.	The life of the Plan – detailed monitoring and governance arrangements are currently under development in consultation with Plymouth Plan Working Group
Human Rights <small>Please refer to guidance</small>	Human Rights will be considered and at the forefront of decisions to ensure no breaches.	The life of the Plan – detailed monitoring and governance arrangements are currently under development in consultation with Plymouth Plan Working Group
Principles of Fairness	The philosophy and principles of the Plan: Roots, Opportunity,	The life of the Plan – detailed monitoring and

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?
Please refer to guidance	Power, Flourish and Connections ensure that the Principles of Fairness will be adhered to.	governance arrangements are currently under development in consultation with Plymouth Plan Working Group

STAGE 4: Publication			
Responsible Officer; Must be Director, Assistant Director or Head of Service.	Jonathan Bell Head of Development Planning	Date	18 March 2019