

APPENDIX

EQUALITY IMPACT ASSESSMENT

STAGE 1: What is being assessed and by whom?	
What is being assessed - including a brief description of aims and objectives?	The 'City of Learning' is an inclusive approach that promotes and recognises learning wherever it happens and leads to new pathways into education and work. It's about connecting learners, learning opportunities and learning institutions (schools, colleges, universities libraries, training providers, civic organisations, learning centres etc.) through a digital network, one that facilitates the accreditation of learning through a system of 'Digital Open Badges'.
Responsible Officer	Edward Coley – Head of Skills and Employability
Department and Service	Education, Participation and Skills
Date of Assessment	16 July 2019

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?
<ul style="list-style-type: none"> AgeCabinet Members supported by Directors to share service and savings proposals with colleagues relevant to their portfolios and covering the period of 	Plymouth had a population of 256,384 people from the 2011 Census (Office of National Statistics (ONS), this is currently	It is not anticipated that there will be any adverse impact.	Partnership established and work has commenced through the project partnership.	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020.

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<p>the Medium Term Financial Plan (Councillors Penberthy, Lowry, P Smith)</p>	<p>estimated at 264,200 (DATAPlymouth).</p> <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).</p> <p>Of the 16 SW authorities we have the third lowest percentage of older people (75), and the fifth highest percentage of children and young people (under 18).</p> <p>The proportion of the working age population (16-64) is higher (66.1 per cent) than regionally (62.8 per cent) and nationally (64.7 per cent).</p> <p>Plymouth has the sixth highest percentage of working age people in the South West.</p>		<p>Project will be evaluated at the end of August 2020.</p> <p>The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, VCS in a project timetable.</p>	<p>Project delivery partnership and wider stakeholders</p> <p>Inclusive Growth group</p> <p>Head of Skills and Employability</p>

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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?
	City-wide learning offer for young people aged 14+ and will fit well with all ages.			
Disability	A total of 31,164 people (from 28.5% of households) declared themselves as having a long-term health problem or disability. 10% of our population have their day-to-day activities limited 'a lot' by a long-term health problem or disability. 17.5 per 1,000 children in Plymouth have a learning difficulty reported by schools. 2800 people (1% of population) have some learning disability. 30,000 adults in Plymouth (10.6% of population) have some form of mental health issue.	It is not anticipated that there will be any adverse impact. All vulnerable young people will be able to access Digital open Badges regardless of their ability.	Project will be evaluated at the end of August 2020. The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, VCS in a project timetable. Evaluation will also assess the impact on this group.	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020 Project delivery partnership and wider stakeholders Inclusive Growth group Head of Skills and Employability
Faith, Religion or Belief	According to the 2011 Census, 148,917 people in	It is not anticipated that there will be any	N/A	N/A

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	Plymouth are Christian, 881 are Buddhist, 567 are Hindu, 168 are Jewish, 2,078 are Muslim, 89 are Sikh, 1,198 are listed as 'other religion' 84,295 have no religion and 18,191 did not state a religion.	adverse impact or changes for groups with specific beliefs. All faiths and religions or beliefs will be able to access Digital open Badges regardless of their belief.		
Gender - including marriage, pregnancy and maternity	<p>Circa 130,000 (50.7% of the population) are female. 77,154 (39% people are married. 16,572 (8.5% people have remarried. 5382 (2.8%) are separated and still legally married.</p> <p>The programme is universally accessible and open to all, promoting diversity and inclusion.</p>	It is not anticipated that there will be any adverse impact on this cohort.	<p>Project will be evaluated at the end of August 2020.</p> <p>The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, VCS in a project timetable.</p> <p>Evaluation will also assess the impact on this group.</p>	<p>Project role out in 2019, further work and impact assessment during and after this time.</p> <p>Impact assessment August 2020</p> <p>Project delivery partnership and wider stakeholders</p> <p>Inclusive Growth group</p> <p>Head of Skills and Employability</p>

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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?
Gender Reassignment	We have no data on this group. However, the programme is universally accessible and open to all, promoting diversity and inclusion.	It is not anticipated that there will be any adverse impact	Project will be evaluated at the end of August 2020. The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, VCS in a project timetable. We will update our information about Gender Reassignment if available to ensure there is no adverse impact	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020 Project delivery partnership and wider stakeholders Inclusive Growth group Head of Skills and Employability
Race	238,263 (92.9%) of Plymouth's population identify themselves as White. 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	It is not anticipated that there will be any adverse impact. Through On Course South West we can work with providers who regularly support work on race or ethnicity.	Project will be evaluated at the end of August 2020. This will also include this cohort as part of Plymouth's population. Roll out will include this as part of various stakeholder groups and	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020

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	<p>common ethnic groups. BME population has risen from 3% in 2001 to 6.7% in 2011 therefore has more than doubled since the 2001 census. At least 43 main languages spoken in the City, showing Polish, Chinese and Kurdish as the top three. Based on a full year data for 2012-13, our top most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin. We have seen the trend for Polish and BSL to continue into 2013-14 however the third language varies; we believe this is due to patients and clients needing repeat appointments and treatment. Ethnicity and language statistics of school children (0-18</p>		<p>phased, these include schools, community groups, VCS in a project timetable.</p>	<p>Project delivery partnership and wider stakeholders</p> <p>Inclusive Growth group</p> <p>Head of Skills and Employability</p>

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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?
	years) Data for 2012 ¹ shows out of a total population of 36711, 33,646 (95.65%) were identified as white British. 1123 (3.06%) as 'white other background'; 'other ethnic group' 438 (1.19%); BME counted for 932 (2.54%).			
Sexual Orientation -including Civil Partnership	Data sets are not recorded centrally for this. The programme is universally accessible and open to all, promoting diversity and inclusion.	It is not anticipated that there will be any adverse impact	Project will be evaluated at the end of August 2020. The project timescale also involves rolling out the badges to various stakeholder groups and phased, these include schools, community groups, wider stakeholder organisations including VCS in a project timetable and will be all inclusive.	Project role out in 2019, further work and impact assessment during and after this time. Impact assessment August 2020 Project delivery partnership and wider stakeholders Inclusive Growth group

¹ School census data 2012 provided by Policy, Performance & Partnerships Department, Plymouth City Council, Jan 2013.

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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 inequality gap, particularly in health between communities.	This project will be able to give our people the opportunity to be recognised and accredited for work and activity that they do not necessarily get recognised for that will also demonstrate that they have skills and are motivated. Key aspects of employability and in turn accessing employment and thereby reducing inequality and health issues in communities.	Project role out in 2019, further work and impact assessment during and after this time. Project delivery partnership.
Good relations between different communities (community cohesion).	Improving learner access to core skills, including English, maths, ICT, green, interpersonal, life/social, relationships and customer skills. Improving learner access to employability skills and STEM (Science, Technology, Engineering and Maths) subjects. There is a strand of Civic Engagement within the framework. Civic themes bring together opportunities to help people develop a sense of pride and belonging in local areas.	Project role out in 2019, further work and impact assessment during and after this time. Project delivery partnership and wider stakeholders Inclusive Growth group Head of Skills and Employability

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?
	This will also contribute to the Inclusive Growth Agenda by linking the value and benefit of badges to different communities.	
Human Rights	The human right to education – no person should be denied the right to education. Pathways are the routes people take through learning towards their desired destinations picking up and deepening their knowledge, skills, and capabilities along the way.	Project role out in 2019, further work and impact assessment during and after this time. Head of Skills and Employability

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.	Judith Harwood	Date	16 July 2019