

## Equality Impact Assessment - Standard Assessment Template

### Section A: Assessment

<b>Policy: Percentage of people who feel their local area is a place where people from different backgrounds get on well together. (SS7 in Local Area Agreement).</b>	<b>Officers conducting this assessment with Contact Details</b> Peter Aley and Thandie Hara-Msulira 01752 304321 peter.aley@plymouth.gov.uk	<b>Date</b>  14.1.08
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#### 1. The Policy

Is this a new or existing policy?	This indicator has been included in our Local Area Agreement (LAA) from its inception and is measured via the Local Government User Satisfaction Survey (LGUSS). It is considered a standard measure of community cohesion locally.
What is the purpose of the policy?	To promote and increase community cohesion.
How do the aims of the policy fit in with corporate priorities i.e. Corporate Plan	Clarifying our strategic approach to community cohesion is a specific part of the Corporate Plan and the council's Cabinet will consider recommendations on this during January 2008.
Who will benefit from the policy?	Whole community.
Are there any factors that might prevent outcomes being achieved?	National and international events (e.g. conflicts and terrorism). Media representation of associated issues and different perceptions within communities (eg interpretation of what constitutes "different backgrounds").

## 2. Data Collection

<p>What qualitative data do you have about the policy relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?</p>	<p>Our last Comprehensive Performance assessment (CPA) report indicated that we need to improve our strategic approach to community cohesion.</p> <p>We work closely with a range of community groups and representatives across all six equality strands. We also have Service Level agreements (SLAs) with voluntary sector partners, specific to different equality strands. We support Plymouth Respect festival each year and also fund smaller community led activities and cultural celebrations from across the different equality strands. We organise equalities based events including conferences (e.g. for migrant workers) and consultation days (e.g. for the Disability Equality Scheme). We have strong partnerships with other statutory organisations including Police, and Health which provide further insight.</p> <p>These arrangements and events provide opportunities for informal consultations, and assessment of areas of improvement with regard to community cohesion. Our SLA monitoring processes also supports this.</p> <p>Further data is available from participating in regular community tension monitoring, recoding and dealing with racist and homophobic incidents (disablist under development) and as published in our Equalities Schemes covering Gender, Race and Disability. The latter includes feedback from stakeholder events.</p>
<p>What quantitative data do you have on the different groups<sup>1</sup> (e.g. findings from discussion groups, information from comparator authorities)?</p>	<p>LGUSS figures for Plymouth covering this indicator are broken down to some of the equality groups (see section 3 below).</p> <p>We have developed an equalities digest, which provides data in relation to different equality groups eg racist and homophobic incidences, translations, community tensions, Gypsy and Traveller encampments, and diversity in schools.</p>

<sup>1</sup> Age, (young/old) disability, Gender (Male, Female), Race, Faith and Belief, Sexual Orientation (Lesbian, Gay, Bi-sexual, Trans

	<p>We have a range of other relevant data specific to equality groups eg from recording and dealing with racist and homophobic incidents and as published in our Equalities Schemes covering Gender, Race and Disability.</p>
<p>Please indicate the source of the data gathered? (e.g. Service/Department/Team)</p>	<p>Please see above.</p>
<p>What gaps in data have you identified? (Have you put actions to address this in your action plan?)</p>	<p>LGUSS figures for Plymouth covering this indicator are not broken down by all equality groups: faith &amp; belief, race, and sexual orientation data is not available. This means that we do not have the same quantitative data showing the effect of community cohesion on these groups.</p> <p>We are currently working on ways to improve the methods we use to get data concerning equality groups nb through engagement with different communities and building our baseline information through:</p> <ul style="list-style-type: none"> <li>• Improving co-ordination of, and opportunities for, consultation with diverse communities.</li> <li>• Establishing staff forums for the different strands including ethnicity, sexuality and disability.</li> <li>• Developing partnerships with organisations that represent people from different strands.</li> <li>• Embedding community consultation within service level agreements awarded to partners working with different communities.</li> </ul>

### 3. Impact

Equalities Issue	Positive impact	Negative impact	None	Reasons for decision
<b>Age</b>	✓			<p>LGUSS figures for Plymouth covering this indicator are broken down by age groups and indicate some small differences (8% points maximum) in responses based on people's age.</p> <p>People aged 35-54 are most likely to feel people from different backgrounds get on well together in their local area, with under 35s least likely. Over 75s responded very slightly more positively than the 55-74 age group.</p> <p>Community cohesion is about the whole community. If successful, it will therefore have a positive impact on all age groups (and in terms of relationships between generations).</p> <p>An example of positive cohesion work previously undertaken with young people took place in 2006. Following reports of young people grouping into race related gangs in Greenbank, a multi agency partnership was formed between the youth service, the Race Equality Council and police. This delivered some anti-racism work in the area, and the issue was resolved.</p>
<b>Disability</b>	✓			<p>LGUSS figures for Plymouth covering this indicator are broken down by disability and indicate very similar results between people with disabilities and those without, ie only 1% point difference when asked whether they feel people from different backgrounds get on well together in their local area.</p> <p>Community cohesion is about the whole community. If successful, it will therefore have a positive impact on people with disabilities (and in terms of relationships between them and people without disabilities).</p>

				An example of positive cohesion work concerning this equalities issue, is a disability event being commissioned by the council, to be delivered by disability organisations, to raise awareness.
<b>Faith</b>	✓			<p>LGUSS figures for Plymouth covering this indicator are not broken down by faith groups and therefore we do not have an indication from that source as to any differences based on faith which there may be when asked whether people from different backgrounds get on well together locally.</p> <p>Community cohesion is about the whole community. If successful, it will therefore have a positive impact on all faith groups (and in terms of inter-faith relationships).</p> <p>An example of positive cohesion work concerning this equalities issue is Plymouth Centre for Faiths &amp; Cultural Diversity, which is supported by the council, and undertakes a variety of work which promotes community cohesion between different faiths.</p>
<b>Gender</b>	✓			<p>LGUSS figures for Plymouth covering this indicator are broken down by gender and indicate very similar results between men and women, ie only 1% point difference when asked whether they feel people from different backgrounds get on well together in their local area.</p> <p>Community cohesion is about the whole community. If successful, it will therefore have a positive impact on men, women, boys and girls (and in terms of gender relationships).</p> <p>An example of positive cohesion work concerning gender is the council's programme of job evaluation which seeks to ensure equal pay for female and male employees.</p>

<b>Race</b>	✓			<p>LGUSS figures for Plymouth covering this indicator are not broken down by ethnicity and therefore we do not have an indication from that source as to any differences based on race which there may be when asked whether people from different backgrounds get on well together locally.</p> <p>Community cohesion is about the whole community. If successful, it will therefore have a positive impact on all ethnicities (and in terms of relationships between ethnic groups).</p> <p>An example of positive cohesion work concerning this equalities issue is Plymouth's annual RESPECT festival, which is supported by the council, and promotes community cohesion between different races.</p>
<b>Sexual Orientation</b>	✓			<p>LGUSS figures for Plymouth covering this indicator are not broken down by sexual orientation and therefore we do not have an indication from that source as to any differences based on sexual orientation which there may be when asked whether people from different backgrounds get on well together locally.</p> <p>An example of positive cohesion work concerning this equalities issue is measures taken by the council in partnership with the police to tackle homophobic abuse directed from a city centre car park towards people using a night club popular with LGBT communities.</p>

### 3.1 Do you think that the policy impacts on people because of their age? <sup>2</sup>

Age <sup>3</sup>	Positive	Negative	None	Reasons for your decision
Young (Children and young people, up to 18)	✓			The work will impact on all age groups and the information above indicates that successful community cohesion measures could have the most impact on younger people (who are slightly less likely to feel people from different backgrounds get on well together in their local area).
Older (Working age, and above)	✓			

### 3.2 Do you think that the policy impacts on people with a disability? <sup>4</sup>

Disability	Positive	Negative	None	Reasons for your decision
Visual impairment	✓			The work will impact on all people with different disabilities. Although the information above indicates very little difference between people with disabilities when asked how well people from different backgrounds get together in their local area, the work provides a good opportunity to improve community cohesion between people with different disabilities and between them and people without disabilities.
Hearing impairment	✓			
Physically disabled	✓			
Learning disability	✓			
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)	✓			

<sup>2</sup> For demographic data see [www.plymouth-informed.gov.uk](http://www.plymouth-informed.gov.uk) or [www.ons.gov.uk](http://www.ons.gov.uk)

<sup>3</sup> Individual services should look at how the above age criteria best relates to them, and make clear reference to it in deciding on any impact

<sup>4</sup> Disability is defined as an impairment, which has a substantial, long-term adverse effect on a person's ability to carry out normal day-to-day activities.

### 3.3. Do you think that the policy impacts on people because of their faith/belief? <sup>5</sup>

	Positive	Negative	None	Reasons for your decision
Faith and Belief	✓			The work will impact on people with different faiths and beliefs. The information above does not provide a breakdown by faith for those asked how well people from different backgrounds get together in their local area. We are aware of potential tensions based on faith (e.g. plans for a Mosque in St Judes) and of opportunities to address this (e.g. using experiences from the Centre for Faiths & Cultural Diversity). The work therefore provides a good opportunity to improve community cohesion between people with different faiths and beliefs.

### 3.4 Do you think that the policy affects men and women in different ways?

Gender	Positive	Negative	None	Reasons for your decision
Male	✓			The work will impact on women, men, boys and girls. Although the information above indicates very little difference between men and women when asked how well people from different backgrounds get on together in their local area, the work provides a good opportunity to improve community cohesion between the genders.
Female	✓			

<sup>5</sup> Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims, and Sikhs. Consider these categories individually and collectively when considering impacts

### 3.5 Do you think that the policy impacts on people on the grounds of their race?<sup>6</sup>

Race	Positive	Negative	None	Reasons for your decision
Promoting equality of opportunity	✓			The work will impact on people of different races. The information above does not provide a breakdown by ethnicity for those asked how well people from different backgrounds get together in their local area. However, we are aware of potential tensions based on race (eg via our system for recording and dealing with racist incidents) and of opportunities to address this (eg events like RESPECT, Diwali and Chinese new year).  The work therefore provides a good opportunity to improve community cohesion between people with different races.
Promoting good race relations	✓			
Eliminating unlawful discrimination	✓			

### 3.6 Do you think that the policy impacts on people because of their sexual orientation?

Sexual Orientation	Positive	Negative	None	Reasons for your decision
Gay Men	✓			The work will impact on different LGBT people. The information above does not provide a breakdown by sexual orientation for those asked how well people from different backgrounds get together in their local area. However, we are aware of potential tensions based on sexual orientation (eg homophobic bullying in schools) and of opportunities to address this (eg Pride event and use of locally produced pack launched during LGBT history month).  The work therefore provides a good opportunity to improve community cohesion between LGBT and other communities.
Lesbians	✓			
Bi-sexual	✓			
Trans communities <sup>7</sup>	✓			

<sup>6</sup> Under the Race Relations Act, it is unlawful to discriminate against anyone on grounds of race, colour, nationality (including citizenship or ethnic or national origin). Includes Gypsy and Traveller Communities.

#### 4. Summary

<p>Which equality groups have positive or negative impacts been identified for (i.e. differential impact).<sup>8</sup></p>	<p>Improved community cohesion has a potentially positive impact on all equality groups. However there is some danger that in pursuing community cohesion measures some groups may feel that others are getting more attention (e.g. older people may feel its all about youth services).</p> <p>In other cases, addressing community cohesion needs of one equality group (e.g. promoting LGBT awareness and integration) may prompt objections from another equality group (eg faith).</p> <p>Our community cohesion work will need to be tailored to reach and include different equality groups and take account of and address any issues which arise, promoting respect between members of all equality groups.</p>
<p>Is the policy directly or indirectly discriminatory under the equalities legislation?<sup>9</sup></p>	<p>No</p>

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<sup>7</sup> This section covers Trans-gender, trans-sexual and transvestite and gender reassignment. Transgender/transsexual person: a person whose perception of their own gender (gender identity) differs from the sex they were assigned at birth. A Transvestite will dress as a member of the opposite sex but doesn't have feelings of belonging to the opposite sex or alienation from their own bodies. Source: [www.herts.ac.uk/services/counselling/understanding\\_gender\\_dysphoria.pdf](http://www.herts.ac.uk/services/counselling/understanding_gender_dysphoria.pdf). Gender reassignment: the process of transitioning from the gender assigned at birth to the gender the person identifies with. This may involve medical and surgical procedures.

<sup>8</sup> Differential Impact suggests that a particular group has been affected differently by a policy, in either a positive, or negative way.

<sup>9</sup> Direct discrimination is treating people less favourable than others, e.g. on the grounds of age, disability, gender, race, religion and belief, sexual orientation.

## Section B: Action

### Equalities Impact Assessment Implementation Action Plan

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion <sup>10</sup>	Action Taken	Comments
Potential negative impact if some groups feel community cohesion measures are directed at other groups.	Peter Aley	Ensure approach specifically addresses all six groups when developing actions through Local Strategic Partnership (LSP).	July 08		All work should be backed by a robust communication plan that dispels myths and gives the rationale for actions taken.
Data not specific to all six equality strands.	Bronwyn Prosser	Improve methods of data gathering via or alongside, "Place Survey".	October 08		Social Inclusion Unit with support of Plymouth City Council Business Support Sections already working on this.
Young people less likely to feel people from different backgrounds get on well together in their local area.	Peter Aley	Target community cohesion actions at young people	July 08		Youth Services; Schools and the Voluntary and Community Sector will be integral to this action.

<sup>10</sup> Dates subject to confirmation following LSP decision on community cohesion work and government decision on timing of Place Survey.

## 6. Report and publication

<b>Please record details of the report or file note which records the outcome of the EIA together with any actions / recommendations being pursued (date, type of report etc)</b>	Social Inclusion Unit / Local Area Agreement files. January 2008
<b>Please record details of where and when EIA results will be published</b>	Council website and LSP January 2008

**Name of Officer completing - Bronwyn Prosser / Peter Aley**

**Signed - Completed Electronically**

**Date: 29.01.08**

**Name of Senior Manager Authorising Assessment and Action Plan for publication - Peter Aley**

**Signed - Completed Electronically**

**Date: 29.01.08**