

## Equality Impact Assessment

<b>Policy</b> Equality Scheme (ES) Review 2010	<b>Officer conducting this assessment with Contact Details</b> Sarah Ghent Disability and Equality Officer Social Inclusion Unit <a href="mailto:sarah.ghent@plymouth.gov.uk">sarah.ghent@plymouth.gov.uk</a> 01752 304321	<b>Date</b> 15.07.10
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### 1. The Policy

Is this a new or existing policy?	Existing.
What is the purpose of the policy?	To ensure our communities have equal access to our services.
How do the aims of the policy fit in with corporate priorities i.e. Corporate Plan	The Equality Scheme is a crosscutting theme in each of our 14 Corporate Improvement Priorities (CIPs) particularly CIP 4 “Reducing inequalities between communities.” There are a number of strategic plans that have priorities and actions that contribute towards the Equality Scheme including: Local Area Agreement, Older People’s Plan (All our Futures), Supporting People Strategy, Children and Young People’s Plan, Local Transport Plan and our Procurement Strategy.
Who will benefit from the policy?	Our diverse communities who will benefit from improved access to services and equality in life chances.
What outcomes are wanted from this policy?	Plymouth becomes a truly inclusive city where anyone can live free from discrimination, have fair and equal access to services and enjoy the full benefits of city life. Equality and diversity is embraced and mainstreamed in terms of the way we plan and deliver council services to people.
Are there any factors that might prevent outcomes being achieved?	Organisational changes and demands on resources.

### 2. Data Collection

What quantitative data do you have on the different groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?	<b>Age:</b> <ul style="list-style-type: none"> <li>• 50+ Plymouth - 33.1% (nationally - 33.3%)</li> <li>• 75+ Plymouth - 7.7% (nationally - 7.5%)</li> <li>• 0-15 Plymouth - 17.5% (nationally - 20.2%)</li> <li>• One in 4 babies born in Plymouth today will live to 100</li> <li>• 27.9% of population in Plymstock locality are over 50 years old</li> <li>• 22.1% of population in North West locality are under 16 years old.</li> </ul>
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**Disability:**

- 6.7% of the population of Plymouth is permanently sick or chronically disabled compared to a national average of 5.5% in Devonport (South West Locality) this figure rises to 13% and in Derriford (North East and Central Locality) it falls to only 3%
- 4% of the population in Plymouth claim Disability Living Allowance (DLA)
- 20.6% of the population of Plymouth have a long term illness compared to a national average of 18.2%.
- In Stonehouse (South West locality) this figure rises to 28.8% and drops to 11.7% in Chaddlewood (Plymstock locality)
- 3.43% of Plymouth City Council staff declared that they have a disability in 2009, a further 22.5% preferred not to say.

For more information go to:

<http://www.plymouth.gov.uk/homepage/communityandliving/socialinclusion/equalityanddiversity/corporateandtargets.htm>

**Faith, religion and belief:** Recent estimates are that in Plymouth there are:

- Approximately 177,000 Christians
- 4,500 Muslims
- 300-400 Hindus
- 470 Buddhists
- Less than 180 Jewish.

**Gender:**

- There are 50.7% women in Plymouth
- In 2003-2005 Plymouth's overall life expectancy was 76.0 years for males and 80.9 years for females. <sup>1</sup>

**Race:**

- The BME population in Plymouth is 6.6%
- PCC BME employees totals 4.1%
- Plymouth NHS BME employees totals 16%
- There are 6.8% BME School children in Plymouth
- 76 different first languages are spoken in Plymouth
- There are less than 400 asylum seekers in Plymouth and numbers are falling
- Top nationalities of asylum seekers in Plymouth is Iraq and Iran
- There are approximately 3,500 migrant workers in Plymouth
- Plymouth's BME community is growing more rapidly than average in the UK. This is due to professional migration, asylum seeker dispersal, economic migration from the EU and an increase in the number of international students.

	<p><b>Sexual Orientation:</b></p> <ul style="list-style-type: none"> <li>The national estimate is between 5-7% of the population is LGBT as it is in Plymouth.</li> </ul>
<p>What qualitative data do you have about the policy relating to equalities groups (e.g. findings from discussion groups, information from comparator authorities)?</p>	<p><b>General:</b></p> <ul style="list-style-type: none"> <li>Our 2009 consultation on our ES found that 73% were either satisfied or very satisfied with the actions.</li> </ul> <p><b>Age:</b></p> <ul style="list-style-type: none"> <li>Access to services should be made quicker and simpler. People weren't confident that services will be available if they needed support - without having to fight and push</li> <li>People aged over 55 were more likely to agree that their local public services are working to make their area safer</li> <li>Those aged 18-24 used the local bus service and museums &amp; galleries more frequently than other ages</li> <li>Those aged 55+ were more likely to have been a member of a tenants group decision making committee</li> <li>Tell Us 4 Survey showed that 89% of children felt very or quite safe at school and 80% felt very or quite safe in the area where they live</li> <li>Tell Us 4 Survey tells showed that 55% of children reported bullying.</li> </ul> <p><b>Disability:</b></p> <ul style="list-style-type: none"> <li>Key issues arising from a focus group undertaken with customers with disabilities included: preference for face to face contact, clear and timely communication and being treated differently to non-disabled customers</li> <li>The most common issue in our 2009 ES consultation was about disability and housing. Comments were made about access to housing, appropriate accommodation and availability</li> <li>81% of people with disabilities accessing our customer services rated it as good in 2009-10</li> <li>A higher percentage of those who stated that they had a disability were satisfied with the way Plymouth City Council runs things than those who stated that they did not have a disability</li> <li>Respondents who had a disability felt that they were more well informed than any other groups about their local public services.</li> </ul> <p><b>Faith, religion and belief:</b></p> <ul style="list-style-type: none"> <li>58% agreed they were treated with respect and consideration all of the time or most of the time.</li> </ul> <p><b>Gender:</b></p> <ul style="list-style-type: none"> <li>A higher percentage of women than men agreed that their local public services are working to make the area safer</li> <li>A higher percentage of women than men agreed that their local public services are working to make the area cleaner and greener</li> <li>Women are more satisfied with sports facilities than men</li> <li>A higher percentage of women were satisfied with the way Plymouth City Council runs things than men</li> <li>A higher percentage of women felt that they can influence decisions affecting their local area than men.</li> </ul>

	<p><b>Race:</b></p> <ul style="list-style-type: none"> <li>67% of BME respondents either agreed or tended to agree that their local area is a place where people from different backgrounds get on well together.</li> </ul> <p><b>Sexual Orientation:</b></p> <ul style="list-style-type: none"> <li>47% agreed that local public services treat all types of people fairly</li> <li>43% agreed that local public services promotes the interest of local residents.</li> </ul>
Please indicate the source of the data gathered? (e.g. Service/Department/Team)	<ul style="list-style-type: none"> <li>Tell Us Survey</li> <li>General Survey 2006 conducted by Plymouth City Council (PCC)</li> <li>Plymouth Joint Strategic Needs Analysis 2008</li> <li>Plymouth Health and Wellbeing Strategy 2008-20</li> <li>PCC Children and Young People's Plan 2008-11</li> <li>PCC All our Futures Over 50's Strategy 2008-11</li> <li>PCC Disability Equality Scheme Review - Consultation 2009</li> <li>PCC Equality Scheme Review - Consultation 2009</li> <li>Focus on Older People, ONS 2005</li> <li>PCC Income Maximisation Strategy 2006-9</li> <li>Health Survey for England</li> <li>PLACE Survey 2008/9</li> <li>Social Inclusion Unit "Knowing our Communities" information</li> </ul>
What gaps in data have you identified? (Have to put actions to address this in your action plan?)	<ul style="list-style-type: none"> <li>There are gaps in some of the quantitative data, specifically in relation to gender and sexual orientation</li> <li>There are gaps in some of the qualitative data, specifically in relation to faith, religion and belief, race and sexual orientation.</li> </ul>

### 3. Impact

Equalities Issue	Positive impact	Negative impact	None	Reasons for decision
Age	✓			The Equality Scheme and action plan is designed to deliver positive outcomes for all the six equality strands. We need to factor in consideration of dual discrimination and the Equality Act's "protected characteristics" within our ES rewrites.
Disability	✓			
Faith	✓			
Gender	✓			
Race	✓			
Sexual Orientation	✓			

### 3.1 Do you think that the policy impacts on people because of their age?

Age	Positive	Negative	None	Reasons for your decision
Young (Children and young people, up to 18)	✓			The UK Youth Parliament is run in Plymouth by our Youth Participation Team. Local children and young people aged between 11 and 18 are eligible to take part in the UK Youth Parliament, giving them a chance to have their say on issues that matter most to them. We have delivered the “Bully Busters” programme in schools and recent Ofsted report showed that the training had a positive impact. We launched the Playground to Podium scheme to improve the identification, development and support of young disabled athletes in both mainstream and special schools. We delivered various leisure activities aimed at children and young people, including Learn 2 Swim programme, Sport Unlimited, StreetGames, Devon Youth Games to Inspire, Devon Youth Ability Games, National Family Week Sports Day and Identifying Ability days.
Older (Working age, and above)	✓			We consulted on our Older peoples strategy “All Our Future’s.”Our older people’s implementation board and working groups have at least 50% older people on them. There are representatives from Senior Citizens Forum, PAPOP and Age UK on our older people’s implementation board and working groups, who distribute information to the wider older population. We supported 264 older people to claim either pension credit or retirement pension in 2009/10 - £34,000 per week in previously unclaimed benefit. We have recently commissioned and delivered specific training for our staff around Age equality. We support Plymouth's Local Involvement Network which helps local people have their say about health and social care services in the city. Representatives of the LINK are also co-opted on to the Health and Wellbeing Overview and Scrutiny Panel. We opened the first One Stop Shop for over 50’s. “Waves” is managed by Plymouth Befriending Consortium and provides an information centre, social hub and meeting place for older people in the City.

### 3.2 Do you think that the policy impacts on people with a disability?

Disability	Positive	Negative	None	Reasons for your decision
Visual impairment	✓			The Scheme and action plan details continued commitment to provide council information in alternative formats such as Braille and large font.

Hearing impairment	✓			Our in-house service Translate Plymouth offers BSL trained interpreters should they be required for any reason e.g. consultation. We have also developed BSL clips for our website on Adult Social Care, Self Directed Support, Sensory Services and Direct Payments, to view go to: <a href="http://www.plymouth.gov.uk/homepage/socialcareandhealth/adultsocialcare/bslvideo/eos.htm">http://www.plymouth.gov.uk/homepage/socialcareandhealth/adultsocialcare/bslvideo/eos.htm</a> .
Physically disabled	✓			The Scheme and action plan detail that commitment is ongoing to improve physical access to public areas as well as transport and services such as the bereavement service. Disabled young people in Plymouth have assisted with the Short Break developments by contributing to a DVD (Count Me In) and sharing their views about the type of short breaks they would like to attend.
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)	✓			Our ES contains the broader social definition of disability as detailed in the Disability Rights Commission Codes of Practice.
Learning disability	✓			We are supporting work placements for people with learning disabilities within Plymouth City Council and as a result 2 people are now in paid employment with us. Our "Open to All" website has been voted the most accessible website in the region by the South West Regional Forum and Valuing People. We have signed up to the 'Safe Place Scheme' and all our customer facing reception areas are designated safe havens for people with learning disabilities. To find out more about Safe Place please visit: <a href="http://www.keepingsafe.org.uk/safe_place_scheme_page2.htm">http://www.keepingsafe.org.uk/safe_place_scheme_page2.htm</a> . We opened The Orchard scheme in Plymstock that provides shared ownership apartments, 2 of which are designed specifically for and to support people with learning disabilities and affordable rented homes, 6 of which are designed specifically for and to support people with learning disabilities. We have an enhanced bespoke scheme for reporting disability incidents. A DVD produced by SCOPE and service users with PCC to promote the system in April 2009.
Mental health	✓			The scheme and action plan detail work undertaken to raise awareness of mental health issues and employment, and working with children and adolescents with mental health issues. We supported the Beating Stigma event to promote and raise awareness of mental health and we are members of the Mental Health Forum and supported the annual Mental Health Conference.

### 3.3 Do you think that the policy impacts on people because of their faith/belief?

	Positive	Negative	None	Reasons for your decision
Faith and Belief	✓			We have a service level agreement (SLA) with Plymouth Centre for Faith and Cultural Diversity (PCFCD). We actively engage with our local Muslim community through our Prevent programme and Hindi communities by supporting a high profile event in the City Centre. We maintain links with the Christian faith through our civic calendar, e.g. annual carol service which is attended by members and senior officers. We have an interfaith forum. We have supported events such as a “Show Racism the Red Card” event which focused on Islamophobia. We have an Incident reporting system for faith/religion/belief.

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

Gender	Positive	Negative	None	Reasons for your decision
Male	✓			We supported Men’s Health Week which saw over 100 men take a “Health MOT.” Our job evaluation is nearing completion.
Female	✓			We celebrated International Women’s Day. Between April – June 2010 51.42% of our top 5% of earners were female. We have flexible working practices.

### 3.5 Do you think that the policy impacts on people on the grounds of their race?

Race	Positive	Negative	None	Reasons for your decision
Promoting equality of opportunity	✓			We have Service Level Agreements with a wide range of BME communities and organisations, e.g. South Asian Society, Chinese Association, Betwabu, Plymouth Kurdish Community, Amber Initiatives (Migrant Workers), Plymouth Asylum Seeker and Refugee Forum and Unity Plymouth. We have set a target to improve civic participation rates for people from ethnic minorities. We continue to support Plymouth Respect Festival and other celebratory events run by BME communities such as Diwali/Eid, Naw Roz, Nepali and Chinese New Year and regular community meetings run by Unity Plymouth. We have implemented a series of informal meetings which BME communities have also attended. We have an online reporting system for racist incident reporting which allows 3 <sup>rd</sup> party reports and we are currently negotiating a service level agreement with a third sector provider to build on our existing system. 174 racist incident reports were received in 2009. An 89% satisfaction rate was reported. Types of incidents that we have dealt with include neighbourhood disputes, customer services and public transport.
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	✓			We have SLA's with Plymouth Pride Forum and Plymouth Pride Events. We support and attend the annual local Pride Festival. The leader of the Council has attended LGBT events and responded to questions from the community. We engage with the LGBT community around issues as they arise and we have a broad equalities forum. We also host an LGBT community forum. We celebrated LGBT history month in a programme we agreed jointly with the LGBT community. Homophobic bullying is one of the five key priorities for the Youth Parliament for 2010/11. School children and teacher representatives from our secondary schools have been working on the issues of transphobic and homophobic bullying. "Safe to Learn" guidance is being used to improve anti-bullying policies and tackle trans and homophobic bullying.
Lesbians	✓			
Bi-sexual	✓			
Trans communities (i.e. Trans-gender, trans-sexual and transvestite and gender reassignment)	✓			

### 4. Summary

Which equality groups have positive or negative impacts been identified for (i.e. differential impact)?	The policy has a positive impact across all equality and diversity strands.
Is the policy directly or indirectly discriminatory under the equalities legislation?	No. Due to the Equality Act 2101 (which will be implemented from October 2010) consideration needs to be given to those groups not currently covered. Including those discriminated against by association such as carers.
If the policy is indirectly discriminatory can it be justified under the relevant legislation?	N/A

## Section B: Action

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion	Action Taken	Comments
Develop a robust consultation process,	PCC consultation officers	Ensure that any consultations undertaken across the authority are coordinated and outcomes are mainstreamed.	June 2011		
Lack of qualitative data for dual discrimination	SIU Officers	Target specific community groups for feedback on ES review and other consultation events. Work with Consultation officer within PCC to gain views of dual discrimination groups.	June 2011		
Lack of qualitative data for faith, religion and belief, race and sexual orientation.	SIU Officers	Contact PCC departments (primarily Community Services and Children and Young People's Services) to share relevant data to bolster our 'Know our Communities' data and relating this to outcomes in CEG work plan and EFLG assessment.	June 2011		
Lack of quantitative data specifically in relation to gender and sexual orientation	SIU Officers	Contact PCC departments (primarily Community Services and Children and Young People's Services) to share relevant data to bolster our 'Know our Communities' data and relating this to outcomes in CEG work plan and EFLG assessment.	June 2011		

### 6. Report and publication

<b>Please record details of the report/file note which records the outcome together with any actions/recommendations being pursued (date, type of report etc).</b>	See above
<b>Please record details of where and when EIA results will be published.</b>	To be published on Social Inclusion Section of Plymouth City Council website <a href="http://www.plymouth.gov.uk/homepage/communityandliving/socialinclusion/">http://www.plymouth.gov.uk/homepage/communityandliving/socialinclusion/</a>

Name of Officer completing: Sarah Ghent - Signed \_\_\_\_\_ Date: 04.08.10

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

Signed: \_\_\_\_\_ Date: \_\_\_\_\_