PLYMOUTH PLAN
Making sure the Plan considers everyone...

Part of Plymouth Plan Check-Up 21 January to 4 March 2015

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Plymouth is a multi-cultural city with many diverse communities. It is the responsibility of all of us to lead on all equality, diversity, community cohesion, financial, and social inclusion issues which may affect the citizens of Plymouth.

This Equality and Impact Assessment (EqIA) has been produced as part of Plymouth Plan Check-Up to coincide with the Plymouth Plan Part One consultation draft and the Plymouth Plan Sustainability Appraisal.
WHAT IS THE PLYMOUTH PLAN?

The Plymouth Plan will be a single strategic plan for the city looking ahead to 2031 and beyond. A key goal will be to ensure equality is at the forefront when making key strategic decisions.

The Equality Act 2010 means that public bodies have to consider all individuals, this includes the need to:

- eliminate discrimination
- promote equal opportunity
- foster good relations between different people.

Not only will the Plymouth Plan be a strategic plan for the city but it will be an opportunity for the people of Plymouth to take more control of their city and create the city they want for the future. The philosophy and principles which underpin the plan guides each strategic objective and policy:

**Roots:** People feel they belong in Plymouth and care for their own and the city’s future.

**Opportunity:** People have the opportunity and ability to contribute to and benefit from being part of the city’s future.

**Power:** People have confidence that they can influence decisions that affect them and power is distributed in a way that makes the most of individual and the collective as appropriate.

**Flourish:** Individuals, communities and businesses thrive and there is an environment that is creative, diverse and open to new ways of doing things.

**Connections:** People mix physically and socially, so they can interact, learn from each other and work together.
THE PLYMOUTH PLAN
EQUALITY IMPACT ASSESSMENT (EQIA)

This EqIA looks at the Plymouth Plan to ensure the protected characteristics under the Equality Act 2010 and the principles of fairness in the Fairness Commission Report 2014 are considered for the duration of the plan.

This document is a working document so your comments will help to improve the Plymouth Plan.

What have we assessed under the Equality Act 2010?

- Age
- Disability
- Faith, religion or belief
- Gender (including marriage, maternity and pregnancy)
- Gender reassignment
- Race
- Sexual orientation.

What have we assessed under the Fairness Commission Report?

- People should be able to access opportunity whatever their circumstances.
- The city should give priority to those in greatest need when it allocates resources.
- Things that make the biggest difference to people’s lives should get priority when deciding where resources go.
- The way things are done in the city matters just as much as what is done.
- Unfairness which takes time to remove needs policies for the long term.
- Preventing inequalities is more effective than trying to eliminate them.
- Services should be provided ‘with’ people, not ‘for’ them.
- The needs of future and current generations should be balanced when making decisions.
HOW TO USE THIS BOOKLET...

Have a look through at the pages that interest you most. Do you think the plan has considered this protected characteristic enough? You might want to refer to the draft Plymouth Plan so you can see exactly what the plan says.

Please send your responses to us by 5pm on 4 March 2015.

To submit your comments

Email plymouthplan@plymouth.gov.uk
Visit www.plymouth.gov.uk/plymouthplan
Write to us at Plymouth Plan Team, Strategic Planning and Infrastructure, Plymouth City Council, Ballard House, Plymouth PL1 3BJ.
We know...

17.51 per cent of Plymouth’s population is aged 15 or under
16.27 per cent of Plymouth’s population is aged 65 or over

There are lots of positive things in the Plymouth Plan for young people including...

- Supporting children and families to have a fair chance (see Policy 12 in the Plymouth Plan)
- Making sure every child can read and write (see ‘The City Vision’ (Module 3) ‘A glimpse at what a ‘healthy city’ might look like in 2031’ in the Plymouth Plan)
- Young people will have the chance to develop skills that will help them get jobs (see Policy 12 and Policy 22 in the Plymouth Plan)

There are lots of positive things in the plan for older people including...

- Supporting people to live at home for as long as they can (see Policy 18 in the Plymouth Plan)
- Supporting people to help them have a healthy happy lifestyle this does not make sense (see Policy 2 in the Plymouth Plan)
- Creating great cultural and social opportunities (see Policy 13, in the Plymouth Plan)
- Giving the opportunity for life-long learning (see Policy 22 in the Plymouth Plan)
For working age people the plan will...

Make sure there are great job opportunities (see Module 6 in the Plymouth Plan)

Support families and young people (see Policy 12 in the Plymouth Plan)

Improve transport and access to work (see Policy 16 in the Plymouth Plan)

Increase and make available different training opportunities (see Policy 22 in the Plymouth Plan)

Some of the things that may need improving...

Are we sure that the plan helps people to stay independent for as long as possible?

Are we sure the plan will attract people to the city and encourage them to stay because there are great opportunities for them to live, train and work?

Is the plan doing enough to recognise the economic benefit of having an older population and valuing the ‘grey pound’?
DISABILITY

We know...

31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability

Between April 2013 and April 2014 there were a total of 603 hate crime/incident reports. 10 per cent were classified as discrimination against disability

10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability

Nearly 26,300 people aged 18 to 64 years suffer from some form of common mental disorder in Plymouth

There are lots of positive things in the Plymouth Plan for those who have physical disabilities...

New housing will be varied to meet people’s different needs (see Policy 18 in the Plymouth Plan)

A high-quality network of public transport routes will join key areas of the city and improve disability access (see Policy 16 in the Plymouth Plan)

Public buildings and open spaces will be accessible to all (see Policy 32 in the Plymouth Plan)

The availability of local services, shops and sports facilities that cater for specific needs and are easily accessible to local communities (see Policy 24 in the Plymouth Plan)
There are lots of positive things in the Plymouth Plan for those who have mental health needs...

More opportunity to develop skills with new life-long learning opportunities (see Policy 22 of the Plymouth Plan)

Improved mental health services, integrating physical and mental health care and improving quality of life for people with mental health problems (see Policy 11.5 of the Plymouth Plan)

Citizens will be able to play an active role in their community (see Policy 14 in the Plymouth Plan)

People will have improved access to healthier food and more opportunities to get involved with different leisure activities (see Policy 13 in the Plymouth Plan)

Plymouth will become known as a dementia-friendly city by providing early diagnosis and supporting people and carers (see Module 5 in the Plymouth Plan)

Some of the things that may need improving...

Are we sure the plan is doing as much as it can to provide housing for different needs?

Is the plan doing enough for those who live with a mental health issue?
We know...  
While the number of people who classify themselves as Christians has fallen, most of the minority religions/faiths have increased  
32.9 per cent of Plymouth’s population have stated they have no religion  
Between April 2013 and April 2014 there were a total of 603 hate crime/incident reports, 3 per cent were classified as connected to faith, belief and/or religion

There are lots of positive things in the Plymouth Plan for those who follow a religion or have a certain faith/belief...

The needs of faith groups will be recognised, considered and provided for (see Module 2 in the Plymouth Plan)

Incidents of hate crime will be reduced as the city becomes more multi-cultural, welcoming and international (see Policy 1 in the Plymouth Plan)

Religious buildings that contribute to the historic environment will be recognised and protected as cultural assets (see Policy 31 in the Plymouth Plan)

The importance of religious buildings and the role they can play in the local community will be recognised (see Policy 15 and the sustainable community agenda in the Plymouth Plan)

Some of the things that may need improving...

Is the plan doing enough to tackle hate crime in the city?  
Does the plan enable different faith groups to practice in appropriate spaces?  
Is the plan strong enough to protect historic/religious buildings in Plymouth?
GENDER
(including marriage, maternity and pregnancy)

We know...

49.4 per cent of the population are classified as being male in Plymouth while 50.6 per cent are classified as female.

Since 2000 and 2002 life expectancy has improved for both males and females in the city (from 75.5 to 78.3 years and from 80.4 to 82.1 years respectively), however male life expectancy has consistently been below the English average.

Some women feel insecure in public places and when out after dark, especially if pregnant or with small children.

There are lots of positive things in the Plymouth Plan for all genders including...

- The levels of crime will be reduced (see Policy 1 in the Plymouth Plan).
- Different types of jobs will be available to suit different people’s needs/skills (see Module 6 in the Plymouth Plan).

There are lots of positive things in the Plymouth Plan for those who are married, on maternity or pregnant including...

- Children and young people will have the best possible start in life (see Policy 12 in the Plymouth Plan).
- The needs of parents and carers will be provided for (see Module 5 in the Plymouth Plan).

Some of the things that may need improving...

Is the plan doing enough to promote gender equality?

Is the plan promoting flexible working to suit all lifestyles?

Is the plan providing enough support for those who are pregnant or are young mothers?
GENDER REASSIGNMENT

We know...

There were 26 referrals from Plymouth to the nearest gender reassignment clinic in 2013/14 to 6 February.

23 transgender people belong to the Plymouth Pride Forum.

Between April 2013 and April 2014 there were a total of 603 hate crime/incident reports, 11 per cent were classified as transphobic.

There are lots of positive things in the Plymouth Plan for those who are transgender and going through gender reassignment including...

- Hate crime will be reduced as Plymouth becomes more welcoming and promotes diversity (see Policy 1 in the Plymouth Plan).
- Residents will feel like they belong to Plymouth and have confidence to live in the city (see Policy 15 in the Plymouth Plan).
- There will be more diversity in cultural events (see Policy 36 in the Plymouth Plan).

Some of the things that may need improving or taken a closer look...

Does the plan promote equality and enable the protection of those who have been or are going through gender reassignment?
We know...

7.1 per cent of Plymouth’s population identify themselves as Black and Minority Ethnic (BME)

Between April 2013 and April 2014 there were a total of 603 hate crime/incident reports, 65 per cent were classified as racist, the highest percentage by far of all hate crime reported

There are lots of positive things in the Plymouth Plan for those who identify themselves as BME...

- Multi-cultural racial tensions will be broken down as Plymouth becomes more international (see Module 7 in the Plymouth Plan)

- Local communities and neighbourhoods will have stronger links (see Policy 2 in the Plymouth Plan)

- The city will become stronger, more diverse and more dynamic as it welcomes new residents, students and visitors and celebrates cultural diversity (see Policy 1 in the Plymouth Plan)

Some of the things that may need improving...

- Does the plan promote equality and enable the protection of minority groups?

- Does the plan do enough break down racial tension?
SEXUAL ORIENTATION
(including Civil Partnership)

We know...
The approximate figure for lesbian, gay or bisexual (LGB) people in Plymouth is 12,500 to 17,500 people aged over 16.
There were 34 Civil Partnerships in Plymouth in 2013.
Between April 2013 and April 2014 there were a total of 603 hate crime/incident reports, 66 were classified as homophobic.

There are lots of positive things in the Plymouth Plan for those who identify themselves as being lesbian, gay or bi-sexual (LGB)...

There will be a greater entrepreneurial culture as new business start-ups and investments offering opportunities for more diverse venues and services (see Policy 20 in the Plymouth Plan).

The level of crime will be reduced (see Policy 1 in the Plymouth Plan).

The city will become more diverse in the events on offer (see Policy 36 in the Plymouth Plan).

Communities will be empowered to find their own solutions and be supported to deliver them (see Policy 14 in the Plymouth Plan).

Some of the things that may need improving...

Is the plan doing enough to secure the future of the ‘pink pound’ and supporting diverse and new businesses?

Is the plan offering opportunities for the LGB community to create the city they want to live in?
WHAT HAPPENS NEXT

All comments received will go into improving Part One of the Plymouth Plan and revising and finishing the Equality Impact Assessment.

Stay in touch...

Sign up to the ‘planning news’ enewsletter go to www.plymouth.gov.uk/plymouthplan,
Follow us on twitter @plymouthplan and @plymccplanning,
Follow us on Facebook www.facebook.com/PlymouthPlan
Write to us at Strategic Planning and Infrastructure Service, Plymouth City Council, Ballard House, Plymouth PL1 3BJ
Call us on 01752 305477.