OUR COMMITMENT TO EQUALITY AND DIVERSITY
Policy and Intelligence Team

Policy
The diversity of our city is one of our greatest strengths and assets. We put equality and diversity at the core of all our work. Our approach is set out in our Corporate Equality and Diversity Policy. This is integral to our commitment to making Plymouth a fairer city, where everyone does their bit.

In the spirit of our commitment we have worked to ensure we deliver, across all our diverse communities and in a way that eliminates discrimination; advances equality of opportunity and fosters good relations.

Plymouth City Council’s Corporate Plan
Plymouth City Council and its partners are committed to our shared vision to become ‘one of Europe’s most vibrant waterfront cities where an outstanding quality of life is enjoyed by everyone’.

To achieve this our Corporate Plan sets out our values which underpin all our policies, we are ;-)  
- Democratic
- Responsible
- Fair
- Co-operative

Our Priorities for a Growing City and a Caring Council
We aim to embed equality in everything we do and that includes the priorities set out in our Corporate Plan, in 2018 we have ;-)  

Growing City priorities
- Engaged constructively with Plymouth Area Disability Action Network to address their member’s concerns about access to our award winning new coach station. We have made a number of improvements to better meet the needs of people with disabilities helping to provide an efficient transport network.

- We have supported a range of events celebrating the contribution of diverse communities to our city, including the centenary celebrations of women’s suffrage and the annual Pride in Plymouth event, contributing to a vibrant cultural offer.

Caring Council Priorities
- We received a further 55 Syrian refugees in 2018, bringing the total number we have accepted and enabled to start a new life in our City to 127 against our commitment to take 200 over the lifetime of the scheme, keeping refugee children, young people and adults protected.

- We submitted a bid to the Ministry of Housing, Communities and Local Government in September 2018 to deliver a programme aimed at promoting community cohesion in four city wards. We were notified in February that our bid has been successful in attracting funding for the first year of the programme enabling improved delivery against our Welcoming City priority.

The Plymouth Plan
Plymouth’s award winning Plymouth Plan is a ground-breaking strategic plan which looks ahead to 2034. It’s a shared direction of travel for the long term future of the city bringing together a number of strategic planning processes into one place, including the Plymouth and South West Devon Joint Local Plan to ensure complete synergy between ‘people’ and ‘place’. Each policy set out in the plan is guided by one of more complementary principles. These principles anchor the plan and put people at the heart of it.

Updated April 2019
There are five specific ‘measures of success’ which the Plan sets out that will help to deliver the Citywide vision to all our residents.

- Plymouth has a reputation as a welcoming and multicultural city with diverse communities
- Plymouth offers a diverse cultural experience with a major events programme
- People get the best start to life, enjoy a better quality of life and increased life expectancy
- More residents are contributing to and involved in their community
- Plymouth has good quality neighbourhoods where people feel safe and happy

**Our equality and diversity objectives**

Following initial consultation with over 50 organisations and individuals representing diverse communities we published refreshed draft objectives in January 2016, to:

1. Reduce the gap in average hourly pay between men and women by 2020.
2. Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disabilist, homophobic, transphobic and faith, religion and belief incidents by 2020.
3. Increase the number of people who believe people from different backgrounds get on well together in targeted neighbourhoods by 2020.

In line with our commitment to put citizens at the heart of decision making we consulted the wider community through an online survey during February and March 2016. Over 400 people responded and they were overwhelmingly positive.

1. From April 2018 we adopted the methodology required by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The mean gap, whilst still in favour of men, has reduced by 0.7% when compared to the gap of 2.6% we reported last year. Our full [gender pay gap report](#) is published alongside our annual statement of accounts.

2. In Plymouth in 2017/18 the total number of reported hate crimes rose by 10% from 369 to 406 however the rate of increase was lower than in Devon (34.6%) or Cornwall and the Isle of Scilly (38.5%). In Plymouth, in common with the wider region, disabilist related crimes have seen the largest relative increase out of all Hate Crime Types, from 19 in 2016/17 up to 50 in 2017/18. The largest numbers of reported incidents were racism related crimes (276).

<table>
<thead>
<tr>
<th>Ward</th>
<th>2014</th>
<th>2018</th>
<th>2014 rank</th>
<th>2018 rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budshard</td>
<td>63.0%</td>
<td>76.9%</td>
<td>3</td>
<td>13</td>
</tr>
<tr>
<td>Devonport</td>
<td>44.4%</td>
<td>52.0%</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Honicknowle</td>
<td>57.0%</td>
<td>57.4%</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Stoke</td>
<td>63.7%</td>
<td>67.0%</td>
<td>4</td>
<td>8</td>
</tr>
</tbody>
</table>

3. In 2016 we selected our four least cohesive wards based on the results of our 2014 citywide health and wellbeing survey. All four wards did record an increase in their cohesion rate although it was marginal in one.

We intend to maintain these objectives until 2020 setting annual SMART performance targets in line with our corporate target setting process to track our delivery. We will set new Equality Objectives in line with Statutory Guidance in April 2020.

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1 The Council’s mean and median gender pay gap based on hourly pay as of the snapshot date of 31st March 2018. The gap is calculated using six different calculations set out in the legislation.

2 The method of calculating the cohesion rate is set out in guidance issued by the National Audit Office.
Our equality data
Alongside this document we have refreshed our Summary Equality profile covering the protected characteristics from the Equality Act 2010.

- Age
- Disability
- Faith, Religion and Belief
- Gender, including Marriage, Pregnancy and Maternity
- Gender Reassignment
- Race
- Sexual Orientation including Civil Partnership

Information is arranged under these headings including in each case:-

- A pen picture explaining the main barriers to Equality experienced by people sharing each protected characteristic.
- Monitoring data covering our workforce
- Feedback from our city and staff surveys
- Demographic and other key statistical data about our diverse communities.
- Relevant recent policy and research

We update this information annually to keep it as current as possible. The Plymouth Report is a useful source of further data about our diverse communities.

Our Workforce

Equality monitoring data covering the demographic breakdown of our workforce, as well as our recruitment processes and staff leaving the organisation is included in our Summary Equality profile.

Learning from our customers

Last year for the first time we were unable to publish customer satisfaction data. The majority of this was formerly collected from online customers, a facility we lost when we moved to our new Firm Step system. The residual data collected via terminals at our New George Street first stop offices was not robust as it was based on a very small number of respondents.

Following an LGA peer review we have established a customer experience programme which will consider a long term solution to this problem. In the interim we have extracted relevant equality data from our City survey which is published in our Summary Equality profile.

Our equality and diversity progress

We remain firmly committed to conducting Equality Impact Assessments (EIAs) on all important decisions and on business cases relating to our transformation programme of service redesign to ensure they do not adversely impact on our diverse communities.

Some of the more high profile EIAs carried out over the past 12 months include:-

- Gypsy and Roma Traveller Site Provision
- Commissioning plan for support services for adults with complex needs
- Plymouth Visitor Plan Refresh

We ensured that equality monitoring and cohesion questions were included in two major corporate citywide surveys this year, we are continuing to analyse the results to identify areas of concern.

We have begun to develop methodologies that ensure people from vulnerable and marginalised groups are encouraged to participate.

Our Pledges

Our current administration published seven pledges in their manifesto which are relevant to equality to be achieved over a 4 year period. Three of those pledges were completed in 2018.
• We will continue to celebrate the 100th anniversary of some women being given the right to vote and the important part Plymouth played both in 1918 and in 1919, with the first woman to take her seat in the House of Commons, representing Plymouth Sutton.
• Plymouth has the oldest Ashkenazi synagogue in the English-speaking world, and the recently listed Jewish cemetery (one of the oldest in the UK) means the Jewish community has deep roots here. That’s why it is time to make Holocaust Memorial Day a major Civic Event.
• 2017 saw the biggest Plymouth Pride event ever on the Hoe. We will continue to support the organisers and we will arrange to have Pride flags flown from the Hoe flagstaff’s and illuminate Smeaton’s Tower with the rainbow.

Our planned activities for 2019.

We will make progress towards completing the four remaining pledges.
• We will adopt the ‘safer places scheme’ that provides people with learning disabilities with a safe place to go if they feel anxious, or face verbal abuse, harassment or bullying.
• We will support WASPI women (women born in the 1950s) in their fight for pension justice.
• We will review the progress made in implementing the recommendations of the Plymouth Fairness Commission.
• Plymouth has been a welcoming city throughout our history. Our city will continue to provide shelter and support for those fleeing terror, conflict and famine.

In July 2018 our Corporate Management Team endorsed an Equality Plan for 2018-2020. We will publish a report on the first year of delivery in July 2019.

This document is available in other languages and in accessible formats - Please contact 01752304321
<table>
<thead>
<tr>
<th>Issue to address</th>
<th>Driver</th>
<th>Corporate Action</th>
<th>Who/When</th>
<th>Departmental/Service Action</th>
<th>Who/When</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Refresh our Corporate Equality Policy</td>
<td>General Equality Duty</td>
<td>Review our corporate equality Policy and develop and implement performance measures to ensure the policy is followed and outcomes are identified.</td>
<td>CEX</td>
<td>Report as required against performance measures. Supply brief annual narrative explaining service approach to equalities and outcomes achieved.</td>
<td>SLT</td>
<td>Senior officers and politicians own and are able to articulate a clear local narrative about local equality priorities and how and why they are being addressed.</td>
</tr>
<tr>
<td>Promote equality through our communications.</td>
<td>Public Sector Equality Duty (PSED)</td>
<td>Ensure we make a highly visible leadership commitment to developing a culture which promotes equality and tackling prejudice in our workplaces and communities.</td>
<td>CEX/HR</td>
<td>Promote a culture of equality in own service areas and ensure corporate communications are advised of service outcomes that provide evidence of our commitment.</td>
<td>SLT</td>
<td>We are using our communications to deliver our equality priorities, respond to the needs of its communities and foster good relations.</td>
</tr>
<tr>
<td>Ensure our services advance equality of opportunity and foster good relations</td>
<td>PSED</td>
<td>Ensure that equality monitoring and cohesion questions are included in corporate surveys, analyse the results and identify areas of concern.</td>
<td>CEX</td>
<td>Address areas of concern identified through corporate analysis and monitor to ensure action taken is effective.</td>
<td>SLT</td>
<td>Access to and appropriateness of services is monitored regularly by senior leaders and decision makers. Relevant and appropriate information and data is mapped, disaggregated and used with partners, to assess needs and priorities and set equality objectives.</td>
</tr>
<tr>
<td>Ensure statutory services delivered through ASDV deliver against our PSED.</td>
<td>PSED</td>
<td>Review our established mechanisms against statutory requirement</td>
<td>CEX</td>
<td>Ensure that service specifications take account of the different needs of users, for example through equality analysis/ impact assessments.</td>
<td>SLT</td>
<td>Mechanisms are in place to ensure that equality standards are embedded throughout the procurement cycle.</td>
</tr>
<tr>
<td>Encourage participation in public life</td>
<td>PSED</td>
<td>Develop methodologies that ensure people from vulnerable and marginalised groups are encouraged to participate</td>
<td>CEX</td>
<td>Ensure that service priorities are informed by feedback from vulnerable and marginalised groups.</td>
<td>SLT</td>
<td>The organisation engages with all its communities when making decisions, including those with protected characteristics.</td>
</tr>
<tr>
<td>Ensure we give ‘due regard’ to Equality.</td>
<td>PSED</td>
<td>Review and maintain our EIA policy and toolkit including annual update to our Summary Equality Profile.</td>
<td>CEX</td>
<td>Ensure EIAs are carried out early based on robust evidence and that actions we propose to mitigate adverse impacts that are delivered.</td>
<td>SLT</td>
<td>We should be able to evidence how or where equality analysis has informed decision-making and improved outcomes.</td>
</tr>
</tbody>
</table>