PLYMOUTH PLAN
Making sure the Plan considers everyone...

Plymouth Plan Part One
Equality Impact Assessment (EqIA)
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 to accompany Part One of the Plymouth Plan and to ensure the protected characteristics identified through the Equality Act 2010 and the principles of fairness in the Fairness Commission Report 2014 are considered for the duration of the Plan.

To view Part One of the Plymouth Plan please visit www.plymouth.gov.uk/plymouthplan

The data used throughout this booklet has been taken from the census and data published on www.plymouth.gov.uk
WHAT IS THE PLYMOUTH PLAN?

The Plymouth Plan is 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 like they belong in Plymouth and care for their own future and the future of their communities and city.

**Opportunity:** People have more equal opportunities and the 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. Power is distributed in a way that makes the most of existing networks and systems.

**Flourish:** Individuals, communities and businesses thrive and there is an environment that is creative, enterprising, 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.
There are also three key themes which will help implement the policies of the Plymouth Plan to achieve the city vision and manage change and growth in Plymouth for the benefit of everyone:

**Theme 1:** Plymouth will be a welcoming city where people feel they belong and want to invest personally and financially, where the services the City provides for people and the physical environment are designed to express high value for young and old, resident and visitor, local business and potential investor and where inequality and fairness are addressed for those living and working in the city.

**Theme 2:** Plymouth will be a city of sustainable linked neighbourhoods, which meet the needs of and provide quality places to live for all of Plymouth’s people.

**Theme 3:** Plymouth will be a green city, recognised internationally for its approach to sustainable development, its enhancement of its natural infrastructure network and its commitment to mitigating and adapting to climate change.

To view more information on the philosophy which underpins the Plymouth Plan and the three key themes of the Plymouth Plan please view Module 2.

**How accessible is the Plymouth Plan?**

We have tried to make the Plymouth Plan as accessible as possible, not only is the paper document available in libraries and on request but we are also creating an interactive version of the Plymouth Plan, please visit: www.theplymouthplan.co.uk. If you have any questions regarding the plans accessibility please get in contact.
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.

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 and use this document as a way to understand Part One of the Plymouth Plan.

To submit any comments and to keep in touch with what is happening with the Plymouth Plan and the development of Plymouth Plan Part Two please:

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Call 01752 305477

Write to the Plymouth Plan Team, Strategic Planning and Infrastructure, Plymouth City Council, Ballard House, Plymouth PL1 3BJ.
AGE

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

For young people the Plan will...

Assist and support children, young people and families to thrive.¹

Ensure 100% of children leave school able to read and write.²

Ensure young people in Plymouth have the chance to develop skills that will help them get jobs.³

Support people to have access to varied and healthy diet and leisure activities which will benefit their health.⁴

For working age people and adults the Plan will...

Make sure there are great job opportunities.⁵

Support families and young people.⁶

¹ See Policy 9: Delivering the best outcomes for children, young people and families
² See Module 3: “A glimpse at what a ‘healthy city’ might look like in 2031”
³ See Policy 9, Policy 17: Creating the conditions for economic growth, Policy 19: Delivering skills and talent development
⁴ See Policy 13: Supporting healthy lifestyles
⁵ See Policy 17, Policy 18: Delivering sufficient land for new jobs, Module 4: What Plymouth’s Strategic Role will be.
⁶ See Policy 9: Delivering the best outcomes for children, young people and families
Improve transport and access to work.\textsuperscript{7}

Increase and make available different training opportunities.\textsuperscript{8}

\textbf{For older people the Plan will...}

Support people to live at home for as long as they can.\textsuperscript{9}

Support people to help them have a healthy happy lifestyle where they can continue to contribute economically and culturally to the city.\textsuperscript{10}

Create great cultural and social opportunities.\textsuperscript{11}

Give the opportunity for life-long learning and support conversation between generations.\textsuperscript{12}

Support and encourage health and cultural opportunities that are community lead or involve communities and increase the quality of life for residents.\textsuperscript{13}

\textsuperscript{7} See Policy 13: Delivering a safe, accessible and health-enabling transport system \\
\textsuperscript{8} See Policy 19: Delivering skills and talent development. \\
\textsuperscript{9} See Policy 15: Meeting local housing needs  \\
\textsuperscript{10} See Theme 2: A city of sustainable linked neighbourhoods, Module 5: How Plymouth will be a healthy city \\
\textsuperscript{11} See Strategic Objective 4: Delivering a healthy city \\
\textsuperscript{12} See Policy 10: Supporting adults with health and social care needs and Policy 19: Delivering skills and talent development \\
\textsuperscript{13} See Policy 11: Playing an active role in the community
What has been strengthened in the Plan since consulting with the public?

- Policy 11 has been strengthened to better recognise the need for intergenerational understanding and communication.

- Policy 15 has been strengthened to enable older people and the most vulnerable to secure and sustain their independence in a home appropriate to their circumstances.

- Policy 19 has been strengthened for those who cannot meet academic targets.

- “A glimpse at what a ‘healthy city’ might look like in 2031”, found in Module 3 has been strengthened to include more integration with health and wellbeing and to focus on self-care for older people. The volunteering sector is also better recognised.

- Theme 2 has been strengthened to better recognise and value older people in the city.
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.

For those who have physical and sensory impairements the Plan will...

Allow new housing to be varied to meet people’s different needs. 14

Deliver a high-quality network of public transport routes which will join key areas of the city and improve disability access. 15

Ensure, where appropriate, equality of access and use for all sections of the community. 16

Ensure the availability of local services, shops and sports facilities which cater for specific needs and are easily accessible to local communities. 17

Create opportunities to give more control over health, care and support and ensure people have a positive experience of the support they receive. 18

14 See Policy 15: Meeting local housing needs
15 See Policy 13: Delivering a safe, accessible and health-enabling transport system
16 See Policy 29: Place shaping and the quality of the built environment.
17 See Policy 21: Provision for shops and services.
18 See Policy 10: Supporting adults with health and social care needs.
For those who have mental health needs, mental disabilities and learning disabilities the Plan will...

Provide more opportunity to develop skills with new life-long learning opportunities.\textsuperscript{19}

Improve mental health services, integrating physical and mental health care and improving quality of life for people with mental health problems.\textsuperscript{20}

Allow citizens to play an active role in their community\textsuperscript{21}

Give improved access to healthier food and more opportunities to get involved with different leisure activities.\textsuperscript{22}

Enable Plymouth to become known as a dementia-friendly city by providing early diagnosis and supporting people and carers.\textsuperscript{23}

For those who care for someone with a disability the Plan will...

Support carers to carry out their caring role and have a full life outside of caring.\textsuperscript{24}

Ensure that the voice of the parent and children with additional needs including social, emotional and those with learning disabilities and mental health problems is heard.

What has been strengthened in the Plan since consulting with the public?

- Policy 9 has been strengthened to ensure that the voice of children with additional needs and the parent are heard.
- Policy 10 has been introduced which looks at supporting adults with health and social care needs.

\textsuperscript{19} See Policy 19: Delivering skills and talent development.
\textsuperscript{20} See Policy 8: Addressing health inequalities and supporting healthy lifestyles
\textsuperscript{21} See Policy 11: Playing an active role in the community
\textsuperscript{22} See Policy 13: Supporting healthy lifestyles
\textsuperscript{23} See Module 3: “A glimpse at what a ‘healthy city’ might look like in 2031”
\textsuperscript{24} See Policy 10: Supporting adults with health and social care needs.
Policy 12 has been strengthened to include good emergency vehicle accessibility in new developments and infrastructure projects which accommodate children and vulnerable adults, including schools, residential care homes and special housing.
**FAITH, RELIGION OR BELIEF**

**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

**For those who follow a religion or have a certain faith/belief the Plan will...**

Recognise the needs of faith groups so they are considered and provided for.25

Deliver a partnership approach to tackle crime and disorder that causes the most harm and affects those most at risk. The Plan will also reduce incidents of hate crime as Plymouth becomes more multi-cultural, welcoming and international26

Protect and recognise places of worship as assets.27

Ensure each neighbourhood has good access to a range of community facilities and opportunities, including places of worship.28

Recognise the importance of buildings and the role they can play in the local community.29

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25 See Theme 2: A city of sustainable linked neighbourhoods and the accompanying text entitled “social inclusion”

26 See Policy 12: Delivering strong and safe communities and good quality neighbourhoods and Theme 2: A city of sustainable linked neighbourhoods and the accompanying text entitled “social inclusion”

27 See Theme 2: A city of sustainable linked neighbourhoods and Policy 28: Promoting Plymouth’s heritage

28 See Policy 12: Delivering strong and safe communities and good quality neighbourhoods

29 See Policy 29: Place shaping and the quality of the built environment
What has been strengthened in the Plan since consulting with the public?

- Theme 2 has been strengthened to include places of worship.
- Policy 12 has been strengthened to become more robust with tackling crime and disorder and recognising places of worship as community assets.
- Policy 29 has been strengthened to including recognising the historic value and character of an area when considering new development.
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.

Regardless of gender, the Plan will...

Recognise and support the needs of both women and men.30

The levels of crime will be reduced.31

Enough land will be available to ensure the delivery of different types of jobs to suit different people’s needs/skills.32

For those who are married, on maternity or pregnant including the Plan will...

Recognise the needs of parents and carers.33

Ensure the best possible start in life for all children by increasing focus on the first 1001 critical days from conception, ensuring that the best maternity services, parenting programmes, childcare and early

30 See Theme 2: A city of sustainable linked neighbourhoods and the accompanying text entitled “social inclusion”
31 See Policy 12: Delivering strong and safe communities and good quality neighbourhoods
32 See Policy 18: Delivering sufficient land for new jobs
33 See Theme 2: A city of sustainable linked neighbourhoods and the accompanying text entitled “social inclusion”
years education are in place.\textsuperscript{34}

Promote flexible and family-friendly work environments and the provision of childcare facilities to support parents of young children in securing employment.\textsuperscript{35}

What has been strengthened in the Plan since consulting with the public?

\begin{itemize}
  \item Policy 9 has been strengthened to promote family-friendly work environments and provision of childcare facilities to support parents.
  \item Policy 12 has been strengthened to become more robust with tackling crime and disorder.
\end{itemize}

\textsuperscript{34} See Policy 9: Delivering the best outcomes for children, young people and families

\textsuperscript{35} See Policy 9: Delivering the best outcomes for children, young people and families
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.

For those who identify themselves as transgender, curious and questioning and going through gender reassignment the Plan will...
Reduce hate crime as Plymouth becomes more welcoming, international and promotes diversity.36

Ensure residents feel like they belong in Plymouth and have confidence to live in the city.
Encourage more diversity in cultural events.37

Ensure the needs of different communities are respected, celebrated and are enabled to make a positive contribution to the city.38

What has been strengthened in the Plan since consulting with the public?
- Policy 12 has been strengthened to become more robust with tackling crime and disorder;
- Policy 38 has been strengthened to ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city.

36 See Theme 1: Welcoming city and Policy 12: Delivering strong and safe communities and good quality neighbourhoods.
37 See Policy 33: Positioning Plymouth as a major UK destination.
38 See Policy 38: Celebrating diverse communities.
RACE

We know...

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

Plymouth University has a relatively low percentage of international students compared to the rest of the sector (approximately 80 per cent of students attending Plymouth University are from the city or region)

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

Over 100 languages are spoken in our schools with over 3,000 pupils who do not speak English as a first language

For those who identify themselves as BME the Plan will...

Help break down multi-cultural racial tensions as Plymouth becomes more international.39

Ensure local communities and neighbourhoods have stronger links.40

Allow the city to become stronger, more diverse and more dynamic as it welcomes new residents, students and visitors and celebrates cultural diversity.41

Ensure that everyone, regardless of their background, has the access and opportunity to participate in physical activity and the cultural life of the city.42

Identify sites to meet the demand gypsy and traveller sites which are fit for purpose.43

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39 See Module 7: The Strategy - How Plymouth will be an international city
40 See Theme 2: A city of sustainable linked neighbourhoods,
41 See Theme 1: Welcoming city
42 See Policy 9: Delivering the best outcomes for children, young people and families
43 See Policy 15: Meeting local housing needs
What has been strengthened in the Plan since consulting with the public?

- Policy 12 has been strengthened to become more robust with tackling crime and disorder.
- Policy 38 has been strengthened to ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city.
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.

For those who identify themselves as being lesbian, gay and 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.44

Ensure that everyone, regardless of their background, has the access and opportunity to participate in physical activity and the cultural life of the city.45

Reduce the level of crime.46

The city will become more diverse in the events on offer.47

Communities will be empowered to find their own solutions and be supported to deliver them.48

What has been strengthened in the Plan since consulting with the public?

44 See Policy 17: Creating the conditions for economic growth
45 See Policy 9: Delivering the best outcomes for children, young people and families
46 See Policy 12: Delivering strong and safe communities and good quality neighbourhoods
47 See Policy 33: Positioning Plymouth as a major UK destination
48 See Policy 11: Playing an active role in the community
Policy 38 has been strengthened to ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city.
WHAT HAPPENS NEXT?

When adopted, the plan will be monitored and managed to ensure its delivery and that the key aims and goals of the Plan are reached by the end of the Plan period, 2031.

Not only will we be measuring the facts and figures of the Plan but we will also be involving the local community through the Plymouth Plan Think Tank.

By monitoring the Plan it will enable us to understand how we are doing against our targets, and whether we need to change our approach. Part of this monitoring framework will include the monitoring of the impact of the plan on the Protected Characteristics of the Equality Act 2010. This reference will ensure that while the Plan does a lot of good things for the protected characteristics it continues to do so as the Plan grows and is used in making decisions.

To submit any comments and to keep in touch with what is happening with the Plymouth Plan and the development of Plymouth Plan Part Two:

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49 See Module 9: Delivery and monitoring - How we will implement the Plymouth Plan