

EQUALITY IMPACT ASSESSMENT

Plymouth Plan



PLYMOUTH
CITY COUNCIL

STAGE I: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

The assessment is of the draft Plymouth Plan Part One, which is being considered by Cabinet on 8 September 2015. The original consultation draft plan has been amended following a consultation process which took place between January and March 2015.

The Plymouth Plan will be a single strategic plan for the city, looking ahead to 2031 and beyond and will bring together all the city's long term strategic plans into one place and will deliver a full review of the current Local Development Framework Core Strategy.

It will incorporate the strategic policy elements of the following:

- Local Transport Plan
- Local Economic Strategy
- Waste Strategy
- Health and Wellbeing strategies
- Children and Young Peoples Plan
- Sustainable Communities Strategy
- Visitor Plan
- Vital Spark Cultural Strategy

Plus a range of other longer term plans and planning processes that have previously been developed separately.

This coordinated approach will allow the city to have a single voice on its strategic priorities and help all key partners to pull together in the same direction.

By implementing the Plan Plymouth will:

- Grow the population to 300,000
- Create 18,600 new jobs

STAGE 1: What is being assessed and by whom?	
	<ul style="list-style-type: none"> • Build 22,700 new homes • Reduce carbon emissions by 50% • Ensure every household is within 400m of a green/play space • Ensure 100% of children who leave school can read and write • Ensure everyone lives within 400m of a bus stop • Reduce the amount of waste which goes to landfill to 2% <p>The monitoring of the impact on the Protected Characteristics under the Equality Act 2010 will be incorporated into the monitoring of the Plymouth Plan which will have two distinct components:</p> <ol style="list-style-type: none"> 1. The overall direction, as encapsulated within the plan's <i>Philosophy</i> and <i>Themes</i> (Module Two) and the <i>Strategic Outcomes</i> (set out in Modules Four, Five, Six, Seven and Eight), will be tracked to ensure that we are making sufficient and timely progress towards the <i>City Vision</i> (Module Three). This will be done on a quarterly basis, with reports to City leaders, culminating in an annual report and a Plymouth 'state of the city' conference. 2. Monitoring of the detailed delivery of the plan, as contained within its <i>Strategic Objectives</i> and <i>Policies</i>, and associated delivery plans, will be undertaken by the relevant partners, and only reported to City leaders where specific delivery risks have been identified.
Author	Jessica Vaughan
Department and Service	Strategic Planning and Infrastructure
Date of Assessment	August 2015

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact? <small>See the guidance on how to make this judgement.</small>	Actions	Timescale and who is responsible?
Age	The average age in Plymouth (39.0 years) is about the same as the rest of	No, given the amendments proposed to the consultation	Plan Policy 11, Playing an active role in the community, Policy 15, Meeting Local	September 2015, for the

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	<p>England (39.3 years), but less than the SW (41.6yrs).</p> <p>The city has the third lowest percentage of older people (75), and the fifth highest percentage of children and young people (under 18) of the 16 SW authorities.</p> <p>Plymouth has the sixth highest percentage of working age people of the 16 SW county and unitary authorities.</p> <p>Children and young people (CYP) under-18 account for 19.8% of the population.</p> <p>16.27 per cent of Plymouth's population is aged 65 or over.</p> <p>As of March 2013, there are estimated to be 479 (6.9%) young people aged between 16 and 18 who are not in education, employment or training (NEET).</p> <p>As of March 2013, there are estimated to be 479 (6.9%) young people aged between 16 and 18 who are not in education, employment or training (NEET).</p> <p>Young people are disengaged from democratic process. Existing mechanism for engaging our local communities are</p>	<p>draft plan (summarised in actions column). The plan considers the needs of people of all ages. In relation to the consultation draft plan, the evidence identified that:</p> <ul style="list-style-type: none"> • There is a lack of reference to intergenerational communication and integration with health and wellbeing. <p>When we deliver new development in the city it will be important to ensure the voice of all ages is considered as many young people struggle to be heard when consulting on decisions made in the city.</p>	<p>Housing Need and Policy 19, Delivering Skills and Talent Development have been strengthened: to better recognise:</p> <ul style="list-style-type: none"> • the need for intergenerational understanding and communication; • to enable older people and the most vulnerable to secure and sustain their independence in a home appropriate to their circumstances; • to aid those who cannot meet academic targets; • to include more integration with health and wellbeing, and; • to encourage older people to stay active and to become a Dementia Friendly city. <p>We will monitor these changes for the life of the Plan.</p>	<p>changes (Plymouth Plan Project Team and Plymouth Plan Working Group). Overall arrangements for monitoring and governance of the plan are currently under development in consultation with the Working Group.</p>

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	<p>not attracting young people.</p> <p>Older and younger people often have different needs and views. There is significant scope for intergenerational work to deliver benefits for both groups.</p> <p>Rising house prices and changes to Housing Benefit are making it hard for young people to get onto the housing ladder or achieve independence. Older people experience social isolation but fear the loss of independence that comes with moving into communal establishments.</p> <p>Older people struggle to achieve the highest standard of physical and mental health due to Age related illness e.g. declining eye sight and hearing, physical frailty, trips and falls and dementia.</p>			
Disability	<p>More people are living with a disability now than in the past because we're living longer, and improved medical treatments are enabling more people to manage long-term health problems. The Equality and Human Rights Commission says that 58% of people over 50 will have a long-term health condition by 2020.</p>	<p>No, given the amendments proposed to the consultation draft plan (summarised in actions column). The plan considers the needs of people with disabilities. In relation to the consultation draft plan, the evidence identifies that:</p> <ul style="list-style-type: none"> It will be important that to recognise the needs of 	<p>We have strengthened Plan Policy 9, delivering the best outcomes for Children, Young People and Families and Policy 12, Delivering strong and safe communities and good quality neighbourhoods to ensure:</p> <ul style="list-style-type: none"> that the voice of children with additional needs and their parents are heard to provide good emergency 	As above

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	<p>31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability</p> <p>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</p> <p>10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability</p> <p>Nearly 26,300 people aged 18 to 64 years suffer from some form of common mental disorder in Plymouth</p> <p>Number of working adults with disability 27,166</p> <p>Number of wheelchair users 4824 estimated</p> <p>Number of state pension age people with disability 17,937</p> <p>Number of children with disability 3,142</p> <p>1,224 adults registered with a GP in Plymouth have some form of learning disability (2010/11).</p> <p>17.5 per 1,000 children in Plymouth have</p>	<p>people with all types of disabilities, including sensory impairments, mental health and learning disabilities..</p> <ul style="list-style-type: none"> there was a lack of reference to ensuring the voice of disabled people was heard and a lack of reference in the plan to supporting adults with extra needs. <p>The Plan will have a positive impact on the provision of suitably adapted homes.</p> <ul style="list-style-type: none"> Requiring at least 20 per cent of dwellings on all schemes over five dwellings (including conversions) to meet national standards for accessibility and adaptability (Category M4(2) of Building Regulations). 	<p>vehicle accessibility in new developments and infrastructure projects which accommodate children and vulnerable adults, including schools, residential care homes and special housing.</p> <p>Policy 10, supporting adults with social care needs, is a new policy which has been introduced which looks at supporting adults with health and social care needs.</p> <p>We will monitor these changes for the life of the Plan.</p>	

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	<p>a learning difficulty reported by schools.</p> <p>From our consultation we also picked up concerns about hate crime and a lack of appropriate references reference to people with learning disabilities.</p> <p>Although the gap in non-decent accommodation has closed over recent years, 1 in 3 households with a disabled person still live in non-decent accommodation. 1 in 5 disabled people requiring adaptations to their home believe that their accommodation is not suitable.</p> <p>49% of disabled people have experienced discrimination in shops, 31% when attending leisure activities such as cinemas and theatres.</p>			
Faith/Religion or Belief	<p>While the number of people who classify themselves as Christians has fallen, most of the minority religions/faiths have increased</p> <p>32.9% of the Plymouth population stated they had no religion.</p> <p>Christian - 148,917 people (58.1%), decreased from 73.6% since 2001.</p> <p>Islam - 2,078 people (0.8%), doubled</p>	<p>No, given the amendments proposed to the consultation draft plan (summarised in actions column). The plan considers the needs of faith communities. In relation to the consultation draft plan, the evidence identifies that:</p> <ul style="list-style-type: none"> a lack of reference to ensuring to places of worship and tackling crime and disorder. 	<p>We have strengthened the Plan, Theme 2, A city of linked sustainable communities, Policy 12, Delivering strong and safe communities and good quality neighbourhoods and Policy 29, place shaping and the quality of the built environment:</p> <ul style="list-style-type: none"> to include places of worship; to become more robust with tackling crime and disorder; to recognise places of worship as 	As above

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	<p>from 0.4% since 2001.</p> <p>Buddhism - 881 people (0.3%), increased from 0.2% since 2001.</p> <p>Hinduism - 567 people (0.2%) described their religion as Hindu, increased from 0.1% since 2001.</p> <p>Judaism - 168 people (0.1%), decreased from 181 people since 2001.</p> <p>Sikhism - 89 people (<0.1%), increased from 56 people since 2001</p> <p>0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p> <p>-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</p>	<p>As the city expands and faith communities groups become more diverse it will be important to recognise different faith, religions and beliefs and to incorporate their needs.</p>	<p>community assets and;</p> <ul style="list-style-type: none"> to recognise the historic value and character of an area when considering new development. <p>We will monitor these changes for the life of the Plan.</p>	
Gender - including marriage, pregnancy and maternity	<p>49.4 per cent of the population are classified as being male in Plymouth while 50.6 per cent are classified as female</p> <p>Average hourly earnings for full time women (£11.24) were 89% of average hourly earnings (£12.62) for full time</p>	<p>No, given the amendments proposed to the consultation draft plan (summarised in actions column). The plan considers the needs of men and women. In relation to the consultation draft plan, the evidence identifies that:</p> <ul style="list-style-type: none"> There was a lack of 	<p>We have strengthened, Policy 9, delivering the best outcomes for Children, Young People and Families and Policy 12, Delivering strong and safe communities and good quality neighbourhoods:</p> <ul style="list-style-type: none"> to promote family-friendly work environments and provision of 	As above

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	<p>men.</p> <p>Part time women (£8.66) earned only 73% of average hourly earnings for men but were better paid than their part time male counterparts earning 108% of average hourly earnings for part time men (£7.98).</p> <p>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.</p> <p>One in three mothers felt unsupported by their employer at some point while pregnant or returning to work.</p> <p>Some women feel insecure in public places and when out after dark, especially if pregnant or with small children.</p>	<p>reference to family-friendly work environments and tackling crime and disorder.</p> <ul style="list-style-type: none"> Flexible working is key to addressing the gender pay gap as well as meeting parents' needs for an appropriate work/life balance. 	<p>childcare facilities to support parents, and;</p> <ul style="list-style-type: none"> to become more robust with tackling crime and disorder. <p>We will monitor these changes for the life of the Plan.</p>	
Gender Reassignment	<p>There were 26 referrals from Plymouth to the nearest gender reassignment clinic in 2013/14.</p> <p>23 transgender people belong to the</p>	<p>No, given the amendments proposed to the consultation draft plan (summarised in actions column). The plan considers the needs of people undergoing</p>	<p>We have strengthened Plan Policy 12, Delivering strong and safe communities and good quality neighbourhoods: and Policy 38, Celebrating Diverse Communities:</p>	<p>As above</p>

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	<p>Plymouth Pride Forum.</p> <p>Between April 2013 and April 2014 there were a total of 603 hate crime/incident reports, 11 per cent were classified as transphobic.</p>	<p>Gender Reassignment. In relation to the consultation draft plan, the evidence identifies that:</p> <ul style="list-style-type: none"> • there was a lack of reference to valuing minority communities and tackling crime and disorder. • The number of people deciding to undergo Gender reassignment is increasing. 	<ul style="list-style-type: none"> • become more robust with tackling crime and disorder, and ; • to ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city. <p>We will monitor these changes for the life of the Plan.</p>	
Race	<p>92.9% of Plymouth's population identify themselves as White British.</p> <p>7.1% identify themselves as Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and Other Asian (0.5%) the most common ethnic groups.</p> <p>Our recorded BME population rose from 3% in 2001 to 6.7% in 2011 therefore has more than doubled since the 2001 census.</p> <p>Recent census data suggests we have at least 43 main languages spoken in the</p>	<p>No, given the amendments proposed to the consultation draft plan (summarised in actions column). The plan considers the needs of people from BME backgrounds. In relation to the consultation draft plan, the evidence identifies that:</p> <ul style="list-style-type: none"> • a lack of reference to valuing minority communities and tackling crime and disorder. <p>As we grow the city the migrant population of the city will also</p>	<p>We have strengthened Plan Policy 12, Delivering strong and safe communities and good quality neighbourhoods: and Policy 38, Celebrating Diverse Communities:</p> <ul style="list-style-type: none"> • become more robust with tackling crime and disorder, and: • to ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city. <p>We will monitor these changes for the life of the Plan.</p>	As above

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	<p>City, showing Polish, Chinese and Kurdish as the top three. Based on full year data for 2012-13, our Translate Plymouth services recorded that the most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin.</p> <p>Four neighbourhoods have population of a school age children where 20% or more are from a BME background. They are City Centre (38.0%), Greenbank and University (32.3%), Stonehouse (29.9%) and East End (23.4%). There are 1867 school children (over 5 years old) that speak English as an additional other language.</p> <p>There are 13 Gypsy and Travellers families (14 adults, 22 children) living on our permanent site. In 2010, which was our peak year we dealt with 44 unauthorised encampments in the city with over 200 children living on them.</p> <p>The 2001 Census records that there were 4328 people from the A8 and A2 Accession Countries resident in the City. Of these 2332 recorded their country of birth as Poland, with 57% arriving between March 2006 and 2008.</p>	<p>grow, it will be important to breakdown language barriers between local communities and to promote good relations between people from different backgrounds.</p> <p>The plan includes a commitment to meet our historical need for Gypsy and Traveller Sites.</p>		

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	<p>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</p> <p>Over 100 languages are spoken in our schools with over 3,000 pupils who do not speak English as a first language</p>			
Sexual Orientation - including Civil Partnership	<p>The approximate figure for lesbian, gay or bisexual (LGB) people in Plymouth is 12,500 to 17,500 people aged over 16</p> <p>There were 34 Civil Partnerships in Plymouth in 2013 and 464 in a Registered Same-Sex Civil Partnership.</p> <p>A larger than average proportion of lesbian, gay and bisexual people have never been asked about their views by local service providers.</p> <p>Lesbian, gay and bisexual people recognise that data gathering about their sexual orientation of service users can be an important way to improve services.</p> <p>Suicide rates are significantly higher amongst gay and bisexual men than in</p>	<p>No, given the amendments proposed to the consultation draft plan (summarised in actions column). The plan considers the needs of LGBT people. In relation to the consultation draft plan, the evidence identifies that:</p> <ul style="list-style-type: none"> • There was a lack of reference to valuing minority communities and tackling crime and disorder <p>As the city grows in population numbers it will be important to ensure services also grow to ensure that we meet the needs of all our diverse communities.</p>	<p>From consulting on the Plan Policy 12 and Policy 38 have been strengthened to: become more robust with tackling crime and disorder and to ensure diverse communities are valued for and enabled to contribute to the economy and culture of the city.</p> <p>We will monitor these changes for the life of the Plan.</p>	As above

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	<p>the wider community.</p> <p>Between April 2013 and April 2014 there were a total of 603 hate crime/incident reports, 66 were classified as homophobic.</p>			

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	Inequality and fairness will be addressed for those living and working in the city as the city grows.	The life of the Plan – Detailed monitoring and governance arrangements are currently under development in consultation with Plymouth Plan Working Group
Good relations between different communities (community cohesion).	Every person who lives in or visits the city will be treated fairly and with respect through prioritising the importance of physical, financial and intellectual access to facilities, services and opportunities and promoting community cohesion.	The life of the Plan – Detailed monitoring and governance arrangements are currently under development in consultation with Plymouth Plan Working Group
Human Rights <small>Please refer to guidance</small>	Human Rights will be considered and at the forefront of decisions to ensure no breaches.	The life of the Plan – Detailed monitoring and governance arrangements are currently under development in consultation with Plymouth Plan Working Group
Principles of Fairness <small>Please refer to guidance</small>	The philosophy and principles of the Plan: Roots, Opportunity, Power, Flourish and Connections ensure that the Principles of Fairness will be adhered to.	The life of the Plan – Detailed monitoring and governance arrangements are currently under development in consultation with Plymouth Plan Working Group

STAGE 4: Publication			
Responsible Officer; Must be Director, Assistant Director or Head of Service.	Jonathan Bell Head of Development Planning	Date	27 August 2015