

# EQUALITY IMPACT ASSESSMENT



## STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

<p><b>What is being assessed - including a brief description of aims and objectives?</b></p>	<p>This EIA assesses a decision to upgrade the existing Carefirst IT system used in both Children's and Adults Social Care as the primary case management, payment and charging system. This upgrade is from Carefirst 6 to Eclipse.</p> <p>Carefirst 6 the current system that supports Children's and Adult Social Care operations, care provider payments and client charging, is old and will no longer be supported by OLM. Given the importance of Adult and Children's Social Care, both for discharging the Council's statutory functions and the monies involved in paying Care Providers and charging Clients, remaining on a system that will become obsolete would become a very significant risk.</p> <p>This Business Case recommends that we pursue upgrading OLM Carefirst 6 which supports both Adults and Children's Social Care operations to their new Eclipse platform. The feasibility work undertaken has concluded that this represents the most cost effective upgrade option and one which not only secures the IT infrastructure of social care within Plymouth, but one that would facilitate Business Process Transformation both in the short, medium and long term.</p> <p>This upgrade will take place over 3 years and be carried out on four distinct phases:</p> <ul style="list-style-type: none"> <li>• Phase 1: Discover Phase – That looks in detail and the scope and planning for full implementation (Jan 21 to Mar 21)</li> <li>• Phase 2: Children's Services (April 21 to Mar 22)</li> <li>• Phase 3: Adults Services (Apr 22 to Mar 23)</li> <li>• Phase 4: Financial Services provided through the system (Apr 23 onwards)</li> </ul>
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<p><b>Department and service</b></p>	<p>Strategic Co-operative Commissioning</p>
<p><b>Date of assessment</b></p>	<p>31<sup>st</sup> March 2021</p>

**STAGE 2: EVIDENCE AND IMPACT**

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See <a href="#">guidance</a> on how to make judgement	Actions	Timescale and who is responsible
<b>Age</b>	<p>The average age in Plymouth (39 years) is about the same as the rest of England (39.3 years) but less than the South West (41.6 years).</p> <p>There 60,200 CYP aged 0-19 in the city (22.9% 2015).</p> <p>CYP under 18 account for 19.8 per cent of our population, within this 88.8 per cent are under 16</p> <p>ONS projects a rise in the percentage of the Plymouth 65+ population from 17.9 per cent in 2016 to 22.7 per cent by 2034. An ageing population suggests an increasing need for care and support services and also an increasing burden placed on the working age population (Plymouth Plan, 2019).</p> <p>Older people are less likely to use modern technology than younger people, which can also impact upon social isolation as well as being a potential barrier in the workplace. Over 90 per cent of men and 81 per cent of</p>	<p>No adverse impact.</p> <p>This system will be used as the case management system for all individuals of all ages supported by services.</p>		

	<p>women use the internet frequently at aged 50 but this drops to a third of men and 14 per cent of women by age 80 (GEO, 2016).</p>			
<b>Disability</b>	<p>A total of 31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability (national figure 25.7 per cent of households), compared with the total number of people with disabilities in UK 11.6m (2011 Census).</p> <p>There are 3,142 children with disability. Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty.</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 (2011 Census).</p> <p>National evidence suggests a substantially higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled.</p> <p>Disabled people also are significantly less likely to live in</p>	<p>No adverse impact.</p> <p>This system will be used as the case management system for all individuals irrespective of any disability.</p>		

	households with access to the internet than non-disabled people.			
<b>Faith/religion or belief</b>	<p>Christianity is the biggest faith in the city with more than 58% of the population (148,917).</p> <p>32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim was just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p> <p>Data shows that 32.9 per cent of the Plymouth population stated they had no religion.</p> <p>0.5 per cent of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p>	<p>No adverse impact.</p> <p>This system will be used as the case management system for all individuals of all faiths.</p>		
<b>Gender - including marriage, pregnancy and maternity</b>	50.2 per cent of our population are women and 49.8 per cent are men.	No adverse impact.		

<b>Gender reassignment</b>	There are no official estimates for gender reassignment at either national or local level. However, in a study founded by the Home Office, the Gender Identity Research and Education Society (GIREs) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.	No adverse impact.		
<b>Race</b>	<p>92.9 per cent of Plymouth's population identify themselves as White British.</p> <p>7.1 per cent identify themselves as Black, Asian or Minority Ethnic (BAME) with White Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.</p> <p>Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three.</p> <p>Plymouth is a refugee dispersal location under the Vulnerable Persons Resettlement Scheme.</p>	No adverse impact.		
<b>Sexual orientation - including civil partnership</b>	There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth, but based on the	No adverse impact.		

	ONS Annual Population Survey 2017 estimates, approximately 1.7 per cent of the UK population is lesbian, gay or bisexual (LGB) . This would mean that there are approximately 3,649 LGB people in the city (Plymouth Report, 2019).			
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**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
<b>We have set one overarching objective to celebrate diversity and ensure that Plymouth is a welcoming city.</b>	No known implications as this is an internal replacement software case management system.	
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No known implications as this is an internal replacement software case management system.	
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	No known implications as this is an internal replacement software case management system.	
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b>	No known implications.	

<b>Plymouth is a city where people from different backgrounds get along well.</b>	No known implications.	
<b>Human rights</b> Please refer to <a href="#">guidance</a>	No known implications.	

**STAGE 4: PUBLICATION**

Responsible Officer : Gary Walbridge

Date: 31<sup>st</sup> March 2021