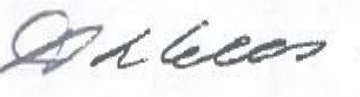


# EQUALITY IMPACT ASSESSMENT TEMPLATE

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Emma Crowther	<b>Department and service:</b>	Strategic Commissioning	<b>Date of assessment:</b>	14 <sup>th</sup> February 2022
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Anna Coles	<b>Signature:</b>		<b>Approval date:</b>	21/02/2022
<b>Overview:</b> Please use this section to provide a concise overview of the proposal being assessed including: <ul style="list-style-type: none"> <li>▪ Aims and objectives (including rationale for decision)</li> <li>▪ Key stakeholders</li> <li>▪ Details of any engagement activities</li> </ul>	<p>The proposal is to carry out a range of strategic commissioning activity via procurements and engagement with the placement provider market to secure and develop good quality placements for Plymouth children and young people in care.</p> <p>Children and young people in care need to be able to access a range of placements able to meet their needs, including provision such as foster placements and children's homes. For older young people, it is important to also be able to offer placements which focus on developing independent living skills, as preparation for adulthood. The aim of the procurement is to work with the current providers who offer good quality provision, and attract others to work with us to support Plymouth young people. It is also a key aim to increase the number of locally available placements, within the Plymouth city boundary or within commutable distance.</p> <p>We will ensure that we consult with placement providers as part of the co-design of any commissioning activity and future contracts, with a focus on achieving positive outcomes for children. This will also include, where appropriate, gathering the views of children and young people in care to ensure that commissioned provision meets their needs. We will also consider as part of any service design the recommendations from the Independent Review of Children's Social Care when the report is published, as this is expected to make some recommendations about the commissioning of children's placements.</p>				
<b>Decision required:</b> Within this section, you must be clear on any decision being made and how/when, it will be taken.	Permission is being sought from Cabinet on the 8 <sup>th</sup> March 2022 to proceed with a range of activity to increase the availability and quality of placements for children and young people in the care of Plymouth City Council.				

**SECTION TWO: EQUALITY IMPACT ASSESMENT SCREENING TOOL**

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	X
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section two)	<b>Yes</b>		<b>No</b>	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The proposal aims to ensure that the needs of the child in care population are more fully understood by placement providers, supporting them to have stability and being able to engage with education, health services and social networks. Nevertheless, I have set out some of the key data in respect of this cohort below to provide assurance.			

**SECTION THREE: FULL EQUALITY IMPACT ASSESMENT**

<b>Protected characteristics (Equality Act, 2010)</b>	<b>Evidence and information (e.g. data and consultation feedback)</b>	<b>Adverse impact</b>	<b>Mitigation activities</b>	<b>Timescale and responsible department</b>
<b>Age</b>	There are currently 492 children and young people in care in Plymouth as at 14 February 2022. This equates to a rate of 92.3 per 10,000 compared to the England average rate of 67.0 per 10,000 (published figure for 31 March 2021).	No adverse impact	Any procurement and engagement with the provider market will aim to increase the supply of suitable placements, offering greater choice in meeting the needs of children and young people at all ages.	Strategic Commissioning – by the time of any tender launches.  Social worker/Personal Adviser to monitor progress through care planning/pathway planning.

<b>Disability</b>	<p>A proportion of young people in care will have a diagnosed disability such as a learning disability. Some will have an undiagnosed disability. It is important that young people with a disability are not disadvantaged by using the service.</p> <p>On 14/02/2022, 22.2% of the children in care had a 'disability' according to classifications. For care leavers this figure was reported at 21.7%</p>	<p>No adverse impact</p>	<p>Ensure that the specification and service delivery reflect the full range of needs of the children and young people using the service so that this is well understood.</p>	<p>Strategic Commissioning – by the time of any tender launches.</p> <p>Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<b>Gender reassignment</b>	<p>There are no official estimates for gender reassignment at either national or local level.</p> <p>However, in a study funded 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.</p>	<p>No adverse impact</p>	<p>Providers selected by any procurements will understand the need to support children and young people into the next phase of their life. Providers will also need to understand the range of support services in the city.</p>	<p>Strategic Commissioning – by the time of any tender launches.</p> <p>Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<b>Marriage and civil partnership</b>	<p>There were 234,795 marriages in England and Wales in 2018.</p> <p>In 2020, there were 7,566 opposite-sex civil partnerships formed in England and Wales, of which 7,208 were registered in England and 358 were registered in Wales.</p> <p>There were 785 civil partnerships formed between same-sex couples in England and Wales in 2020, of which 745 were registered in England and 40 were registered in Wales.</p>	<p>No adverse impact</p>	<p>Providers selected by any procurements will understand the need to support children and young people into the next phase of their life. Providers will also need to understand the range of support services in the city.</p>	<p>Strategic Commissioning – by the time of any tender launches.</p> <p>Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<b>Pregnancy and maternity</b>	<p>Young people in care and care leavers will require support with a range of issues, including pregnancy for a small proportion prior to their 19th birthday.</p>	<p>No adverse impact</p>	<p>Providers selected by the procurements will understand the need to support young people into the next phase of their life.</p>	<p>Strategic Commissioning – by the time of any tender launches.</p> <p>Social worker/Personal Adviser to monitor progress</p>

			Providers will also need to understand the range of support services in the city to facilitate effective pathway planning.	through care planning/pathway planning.
<b>Race</b>	<p>The SSDA903 return to DfE showed that 92.8% of the Plymouth children in care population define themselves as White (as at 31/03/2021)</p> <p>Those identifying as White British or White English equated to 88.2% of the Plymouth children in care population. This figure excludes those identifying White Irish or White Other.</p>	No adverse impact	Ensure that the specification and service delivery reflect the full range of needs of the children and young people using the service so that this is well understood	<p>Strategic Commissioning – by the time of any tender launches.</p> <p>Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<b>Religion or belief</b>	Young people in care may follow a range of religions or faiths. It is important that they are supported by placement providers to practice their beliefs and engage with religious and faith communities as they wish.	No adverse impact	Ensure that the specification and service delivery reflect the full range of needs of the children and young people using the service so that this is well understood.	<p>Strategic Commissioning – by the time of any tender launches.</p> <p>Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<b>Sex</b>	50.2 per cent of our population are women and 49.8 per cent are men.	No adverse impact	Any procurement and engagement with the provider market will aim to increase the supply of suitable placements, offering greater choice in meeting the needs of all children and young people in care.	<p>Strategic Commissioning – by the time of any tender launches.</p> <p>Social worker/Personal Adviser to monitor progress through care planning/pathway planning.</p>
<b>Sexual orientation</b>	There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth.	No adverse impact	Providers selected by any procurements will understand the need to support children and young people into the next phase of their life. Providers will	<p>Strategic Commissioning – by the time of any tender launches.</p> <p>Social worker/Personal Adviser to monitor progress</p>

	<p>Data based on the ONS Annual Population Survey 2017 estimates, approximately 1.7 per cent of the UK population is lesbian, gay or bisexual (LGB).</p> <p>Young people in care and care leavers are likely to mirror the wider population, with a range of sexual orientation.</p>		<p>also need to understand the range of support services in the city.</p>	<p>through care planning/pathway planning.</p>
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#### SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
<p>If your proposal may impact on the Council's ability to ensure human rights, please specify the relevant article in the boxes below – add more rows if required. Only complete this section if it is relevant to your decision. If it is not relevant, please type 'not applicable'.</p>	<p>Not applicable</p>	<p>Not applicable</p>	<p>Not applicable</p>

#### SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p><b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b></p>	<p>The proposals aim to ensure that Plymouth children and young people in care are safe, supported and feel welcomed in their home city, with care providers having a full understanding of their needs</p>	<p>Not applicable</p>	<p>Not applicable</p>
<p><b>Pay equality for women, and staff with disabilities in our workforce.</b></p>	<p>Not applicable</p>		

<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	Not applicable – relates to externally commissioned services	Not applicable	Not applicable
<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>	The proposals aim to ensure that Plymouth children and young people in care are safe, and supported by carers who understand the services available in the city and would encourage them to report any hate crimes they or others experience	Not applicable	Not applicable
<b>Plymouth is a city where people from different backgrounds get along well.</b>	The proposals aim to ensure that Plymouth children and young people in care are safe, supported and feel welcomed in their home city, with care providers having a full understanding of their needs, but also that children and young people understand their role as they grow older in helping Plymouth to be a tolerant and caring city	Not applicable	Not applicable