


EQUALITY IMPACT ASSESSMENT TEMPLATE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Karlina Hall, Commissioning Officer	Department and service:	People Strategic Co-operative Commissioning	Date of assessment:	January 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Anna Coles, Strategic Director for People	Signature:		Approval date:	25 January 2023
Overview: Please use this section to provide a concise overview of the proposal being assessed including: <ul style="list-style-type: none"> ▪ Aims and objectives (including rationale for decision) ▪ Key stakeholders ▪ Details of any engagement activities 	<p>When considering this EIA it is important to have due regard to the public sector equalities duties imposed upon the Council by section 149 Equalities Act 2010.</p> <p>The redesign of the Early Help system in Plymouth aims to give our children and young people the best possible start to life. A key part of this approach is the development of 0-19 Family Hubs, building on the foundations created by the city's Children's Centres. This builds on areas of integrated working which are already taking shape, including co-commissioned approaches to Community Health, Wellbeing and SEND and embedding community maternity services into Children's Centres.</p> <p>This approach is informed by consultation, carried out with families and practitioners across the city between 2018 and spring 2020. It also takes into account the impact of COVID-19 on vulnerable families, in terms of their physical and emotional wellbeing, economic resilience and future aspirations. Consideration is given to the strength of the community response to COVID-19 in Plymouth, including the willingness of volunteers to come forward to support those in need.</p> <p>We need to offer families the support they need earlier, to prevent problems later on in children's lives. Services are currently fragmented, leading to confusion for families and practitioners. The ambition is to drive significant system change over the next 2-3 years, to deliver improved experiences and outcomes for families, that is felt at every level, from strategic to operational delivery.</p>				
Decision required: Within this section, you must be clear on any decision being made and how/when, it will be taken.	<p>This EIA will accompany the Briefing Paper: Family Hubs Contract Award/Children's Centre Delivery Plan, which will be considered by Plymouth City Council Cabinet in February 2023.</p> <p>The briefing paper describes the award of new children's centre contracts to support service transformation over the next 2 years, the delivery of financial efficiencies and balancing these with the appropriate and effective use of grant funding, to support families as early as possible. Statutory consultation will take place to consider the most appropriate buildings to deliver services from – this</p>				

consultation will take into account any equality considerations. Contract Key Performance Indicators will be reviewed as part of the new contracts to ensure they are fit for purpose and reflect the needs of the local population.

The data from the 2021 Census will be used to inform the changes in the Plymouth population over the past 10 years and predict the population over the next 10. This will be underpinned by ongoing local data, capturing the ongoing needs of children, young people and families to inform service delivery and design.

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes	Potentially, if the service is not delivered appropriately	No	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	No
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)	Yes	Yes	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	N/A			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
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	<p>Provide examples of the data that you have used to inform your decision. Examples include census data, service feedback, consultation responses and information collected via demographic monitoring etc.</p> <p>The boxes below provide examples of the types of data you may wish to use.</p>	<p>Please use this column to identify where your decision may cause an adverse impact on those with protected characteristics. You can read the EIA Toolkit for guidance on how to make judgement.</p> <p>Where there is no adverse impact, please type 'not applicable'.</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any identified adverse impacts. Where it is not possible to mitigate against an adverse impact you must make this clear. You can read the EIA Toolkit for guidance.</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>
Age	<p>Children's Centres are used by parents and carers of pre-school children to support them to reach their developmental stages. However, the transformation into Family Hubs will extend the age range up to 19 or 25 for young people with SEND. Data from the 2022 Pen Profiles stated:</p> <p>Average age in Plymouth (38.6 years) is below the England average (40 years), and the South West (44.1 years).</p> <p>Children and young people under 18 account for 20% of our population, with 18% being under 16.</p> <p>The proportion of the working age population (aged 15 – 64 years) is higher at 64.3% than regionally (61.1%) but similar to the national proportion (64.5%).</p> <p>16.3% are aged 65 or over in Plymouth (Census 2011) which is in line with England.</p>	<p>No adverse impact.</p> <p>The Children's Centres providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>	<p>We will identify areas of greater efficiency in delivering services to families to better meet their needs earlier.</p> <p>The grant funding associated with this area of work requires that regular reporting takes plan on outcomes being achieved for Plymouth children, young people and families – this will also support ongoing consideration of impact on equality and diversity.</p>	<p>Children's Services/Strategic Commissioning – ongoing for 2023-2025</p>
Disability	<p>Family Hubs will support families and young people up to 25 with SEND. There are minimum service expectations for SEND services within the Family Hub that will need to be achieved by the end of the Start for Life and Family Hub funded programme in March 2025.</p> <p>A total of 31,164 people (from 28.5% of households) declared themselves as having a long term health problem or disability (national figure 25.7% of households), compared with the</p>	<p>No adverse impact.</p> <p>However, PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (12% were disability incidents) compared to 151 hate incidents reported in 2016.</p>	<p>The programme of change will aim to improve the collaboration between teams and agencies that support Children & Young People, especially those with Special Education Need and/or a Disability (SEND).</p>	<p>Children's Services/Strategic Commissioning – ongoing for 2023-2025</p>

	<p>total number of people with disabilities in UK (11,600,000) (2011 Census).</p> <p>10% of our population have their day-to-day activities limited a lot by a long-term health problem or disability (2011 Census).</p> <p>There are 3,142 children with disability in Plymouth. Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty.</p> <p>Young people felt that disability can lead to things like social isolation and bad behaviour. Schools should be made more aware of individuals' circumstances as many disabilities are hidden.</p> <p>There has to be an expectation when people leave school that they can access further education, get a job, get a home, have a relationship etc.</p>	<p>Scoping for the appropriate buildings for the establishment of community-based Family Hubs will include assessment of accessibility.</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>	<p>This will include a focus on workforce development to ensure that Education Health & Care Plans (EHCP), Continuing Healthcare Checklists (CHC) and support outside assessment processes are considered and provided where appropriate.</p>	
Gender reassignment	<p>Family Hubs will support all families with children up to 19 (or 25 with SEND). The services affected by this programme will work with families and young people, regardless of gender reassignment.</p> <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>There is no specific CYP data for this category, but given the average age for presentation for reassignment of male-to-females is 40-49. For female-to-male the age group is 20-29, it is anticipated the number of CYP affected in the city is small.</p> <p>Census 2021 collected the first ever census data on gender identity. 262,000 people said their gender identity differs from their sex registered at birth with 2.9 million people declining to answer the question on gender identity.</p>	<p>No gender reassignment related impact has been identified.</p> <p>However, PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (5% were transgender incidents) compared to 151 hate incidents reported in 2016.</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>	<p>PCC will ensure service accessibility is in place and maintained via on-going contract management.</p>	<p>Children's Services/Strategic Commissioning – ongoing for 2023-2025</p>

<p>Marriage and civil partnership</p>	<p>Family Hubs will support all families with children up to 19 (or 25 with SEND). The services affected by this programme will work with families and young people, regardless of their marital status.</p> <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>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>	<p>PCC will ensure service accessibility is in place and maintained via on-going contract management.</p>	<p>Children's Services/Strategic Commissioning – ongoing for 2023-2025</p>
<p>Pregnancy and maternity</p>	<p>The Start for Life programme focuses support for expectant parents and parents of 0-2yr olds. This includes breastfeeding and support for eligible parents to access childcare funding.</p> <p>There were 640,370 live births in England and Wales in 2019, a decrease of 2.5 per cent since 2018. The mid-year 2019 population estimates show that there were 2,590 births in Plymouth.</p> <p>The total fertility rate (TFR) for England and Wales decreased from 1.70 children per woman in 2018 to 1.65 children per woman in 2019.</p> <p>In 2014, approximately 30 girls aged under 18 conceived for every 1,000 women aged 15-17 years in this area. This is higher than the regional average (approximately 19 per 1,000). The area has a higher teenage conception rate compared with the England average (approximately 23 per 1,000), although there is a downward trend in under 18 conceptions in Plymouth.</p> <p>In 2013 there were an estimated 831,282 conceptions to women of all ages (15-44 years) in England compared with 842,202 in 2012, a decrease of 1.3%. In Plymouth the number has fallen from 3,928 in 2012 to 3,833 in 2013, a decrease of</p>	<p>No adverse impact.</p> <p>However, we know that domestic abuse often begins during pregnancy and therefore the protection of pregnant women is a priority with domestic abuse support being one of the service expectations for Family Hubs.</p> <p>The domestic abuse service for Plymouth is also in the process of being re-tendered and meeting the needs of families experiencing domestic abuse is one of the aims of the new service.</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>	<p>PCC will ensure service accessibility is in place and maintained via on-going contract management.</p> <p>The new domestic abuse service will align with the requirements of the Family Hubs.</p>	<p>Children's Services/Strategic Commissioning – ongoing for 2023-2025, including the domestic abuse commissioning lead</p>

	<p>2.4%. In terms of rates per 1,000 women aged 15-44 years both areas have also seen a decrease; Plymouth from 73.2 to 71.8 and England from 78.8 to 78.0 between 2012 and 2013. Nationally conception rates in 2013 increased for women aged 35 years and over, and decreased for those aged under 35 years compared to 2012 (Sexual Health Needs Assessment 2015).</p> <p>Research from the Equality and Human Rights Commission found that three in four mothers reported a negative or possibly discriminatory experience during pregnancy, maternity leave and/or return from maternity leave.</p>			
<p>Race</p>	<p>Data from the 2022 Pen Profiles unless other stated:</p> <p>92.9 per cent of Plymouth’s population identify themselves as White British. 7.1 per cent identify themselves as Black, Asian or Minority Ethnic. Our ethnic minority communities are diverse with the Polish, Chinese and Kurdish communities amongst the largest. We also have a small resident Gypsy and Traveller community. Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three, and over 100 different languages spoken in our schools. At the time of the 2001 census, 97 per cent of Plymouth’s population was White British, by 2011 this had decreased to 93 per cent. Our ethnic minority communities are diverse with the Polish, Chinese and Kurdish communities amongst the largest. We also have a small resident Gypsy and Traveller community. The Census records that there are at least 43 main languages spoken in the city, and over 100 different languages spoken in our schools.</p> <p>White British boys are less likely to do well than most Black and Minority Ethnic Communities (BAME) pupils. Pupils from Indian and Chinese communities outperform White British pupils whilst children from Black Afro Caribbean, Pakistani, and Bangladeshi communities do less well. Roma and Irish Traveller children do least well. Overall schools with high ethnic mix tend to do better than those that are more</p>	<p>No adverse impact. However, appropriate measures need to be in place to ensure that cultural and language barriers do not adversely affect families accessing the service.</p> <p>PCC is also acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (62% were race incidents) compared to 151 hate incidents reported in 2016 (of which 64% were race incidents).</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>	<p>PCC will ensure service accessibility is in place and maintained via on-going contract management.</p>	<p>Children’s Services/Strategic Commissioning – ongoing for 2023-2025, including the domestic abuse commissioning lead</p>

	<p>monoculture. Locally at the current time immigration is not significantly adding to the pressure on school places as migrant children tend to attend schools that would otherwise have unwanted places.</p> <p>Some areas of the city are more diverse than others: the area around the university, the city centre, Stonehouse and the East End are among the most diverse.</p> <p>Plymouth is a dispersal area for asylum seekers and around 350 people will be accommodated in the city at any given time.</p> <p>Plymouth's headline community cohesion rate (77 per cent) is significantly lower than the national average. Whilst rates are poor across the City they are not especially so amongst ethnic minorities. There is a strong correlation between areas with high levels of deprivation and low levels of community cohesion.</p> <p>According to a report by the King's Fund, people from ethnic minority groups are more likely to report limiting long-term illness and poor health than White British people, in particular people from Pakistani and Bangladeshi groups and those identifying as White Gypsy and Irish Traveller.</p>			
<p>Religion or belief</p>	<p>Family Hubs will support all families with children up to 19 (or 25 with SEND). The services affected by this programme will work with families and young people, regardless of their religion or belief.</p> <p>There is no specific CYP data for this category. However, data shows 32.9% of the Plymouth population stated they had no religion. Those with a Hindu, Buddhist, Jewish or Sikh religion combined totalled less than 1%. 58.1% of those who responded declared themselves to be Christian. 0.8% declared that they were of Islam, 0.3% Buddhist; 0.2% Hindu; 0.1% Jewish; 0.1% Sikh.</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>No adverse impact.</p> <p>However, PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (4% were religion incidents, although this increased to 5% the following year when all other hate incidents against protected groups reduced) compared to 151 hate incidents reported in 2016.</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>	<p>PCC will ensure service accessibility is in place and maintained via on-going contract management.</p>	<p>Children's Services/Strategic Commissioning – ongoing for 2023-2025</p>

<p>Sex</p>	<p>The Start for Life and Family Hubs programme focuses support for expectant parents and parents of 0-19 yr olds or up to 25 for SEND. This includes tailored support for pregnant and breastfeeding women and fathers and male carers.</p> <p>Overall 50.3 per cent of our population are female and 49.7 per cent are male: this reflects the national figure of 50.6 per cent females and 49.4 per cent males (ONS MYE 2019).</p> <p>Life expectancy at birth in Plymouth is 78.8 for males and 82.5 for females (OHID 2018-2020).</p> <p>Healthy life expectancy in Plymouth is 61.8 for males and 58.3 for females (OHID 2018-2020).</p> <p>Analysis from the Office for National Statistics shows that one in five women (compared to 4% of men) have experienced some type of sexual assault since the age of 16. The Women and Equalities Select Committee are currently holding full inquiries on sexual harassment of women and girls in public places following the emergence of widespread allegations of sexual assault and harassment across the UK.</p> <p>A previous inquiry into sexual harassment and sexual violence in schools found that the sexual harassment and abuse of girls is accepted as part of daily life. Although there is a lack of data on this issue, survey results have shown that 59% of girls aged 13-21 have faced some form of sexual harassment at school or college in the past year and almost a third (29%) of 16-18 year old girls have experienced unwanted sexual touching at school.</p>	<p>No adverse impact.</p> <p>However, PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (2% were sex or gender incidents) compared to 151 hate incidents reported in 2016.</p> <p>The Family Hubs will work in partnership with Violence Against Women and Girls (VAWG) and the local Violence Against Men and Boys (VAMB) programmes.</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>	<p>PCC will ensure service accessibility is in place and maintained via on-going contract management.</p>	<p>Children's Services/Strategic Commissioning – ongoing for 2023-2025</p>
<p>Sexual orientation</p>	<p>Family Hubs will support all families with children up to 19 (or 25 with SEND). The services affected by this programme will work with families and young people, regardless of their sexual orientation.</p> <p>There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth.</p>	<p>No adverse impact.</p> <p>However, PCC is acutely aware of 701 hate incidents reported in Nov-18 to Oct 2019 (18% were sexual orientation incidents) compared to 151 hate incidents reported in 2016.</p>	<p>PCC will ensure service accessibility is in place and maintained via on-going contract management.</p>	<p>Children's Services/Strategic Commissioning – ongoing for 2023-2025</p>

	<p>Findings from the annual population survey have revealed the number of people identifying as lesbian, gay or bisexual in the UK has increased from 1.9% in 2015 to 2.7% in 2019, an increase of more than a third.</p> <p>Census 2021 collected the first ever census data on sexual orientations. 748,000 people identified as gay or lesbian, 624,000 as bisexual and 165,000 as having other sexual orientations with 3.6 million people declining to answer the question on sexual orientation.</p>	<p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</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>Please use this column to identify where your decision may cause a negative impact on the Council's ability to ensure human rights. Where there is no impact, please type 'not applicable'.</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to mitigate against a negative impact you must make this clear.</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>
	Not applicable		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
	<p>Please use this column to identify where your decision may cause a negative impact on the Council's ability to meet its equality objectives. Where</p>	<p>Please use this column to detail any mitigation action you plan to take to limit any negative impacts. Where it is not possible to</p>	<p>Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.</p>

	there is no impact, please type 'not applicable'.	mitigate against a negative impact you must make this clear.	
Celebrate diversity and ensure that Plymouth is a welcoming city.	Not applicable		
Pay equality for women, and staff with disabilities in our workforce.	Not applicable		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	Not applicable		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	Not applicable		
Plymouth is a city where people from different backgrounds get along well.	Not applicable		