


EQUALITY IMPACT ASSESSMENT – DAY OPPORTUNITIES CONTRACT AWARD

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Natasha Yeoman	Department and service:	People Strategic Co-operative Commissioning	Date of assessment:	20/02/2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Moriah Priestly, Head of Commissioning Interim	Signature:		Approval date:	23/02/2023
Overview:	<p>The council is looking to direct award to incumbent Day Opportunities supplies (10 contracts) for 2 years, to enable strategic review, remodelling and reprocurement of the current Day Opportunity services.</p> <p>The service currently offers a range of activities and support delivered within both building and community settings. Day Opportunities support people with complex social care needs to become more independent through a focus on prevention, reduced social isolation, improved health & wellbeing, increase self-management of their health condition and reduced reliance on paid support through involvement in in social, leisure, and key life-skills development activities in the community.</p>				
Decision required:	<p>This EIA will accompany Business Case for Day Opportunities contract award, which will be considered by Plymouth City Council in March 2023.</p> <p>The Business case describes the recommendation to direct award a new contract to the incumbent Day Opportunities suppliers (10 contracts) for 2 years from 1st April 2023 until 31st March 2025 to enable strategic review and remodelling of the services to align with the 18-64 work stream.</p> <p>A business case will be developed and brought back to Cabinet to describe the recommended approach and procurement activity.</p>				

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
Age	<p>All data is from the 2011 Census except for age and sex which has been updated with 2021 data. Data will be updated with the 2021 Census data as it becomes available.</p> <p>Plymouth</p> <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 65.1 per cent are adults aged 15 to 64. 18.5 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. 22.3 per cent are aged 65 and over. <p>England</p>	<p>No adverse impact.</p> <p>The Day Opportunities service will be for all eligible for support under The Care Act (2014) over the age of 18 living within the city of Plymouth. In addition, there may be some 16+ year olds supported by this service who are in transition.</p>		Strategic Commissioning – ongoing from 2023 - 2025

	<ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(Data sourced from the 2021 Census)</p> <p>166 of people who attend Day Opportunities are aged 18-64. 32 are aged 65+</p> <p>The average age for people attending Day Opportunities service is 48. <i>(Social care open Day Opportunities agreement on CareFirst, 20/02/2023)</i></p>			
<p>Disability</p>	<p>The majority of people accessing Day Opportunities will have a learning disability, the service is inclusive of all client groups who are eligible for Adult (18+) Social Care support as defined by the eligibility criteria.</p> <p>People using day opportunity services: (Social care open Day Opportunities agreement on CareFirst, 20/02/2023)</p> <p>Learning Disability Support: 134</p> <p>Mental Health Support: 7</p> <p>Physical Support: 43</p> <p>Sensory Support: 5</p> <p>Social Support: 3</p> <p>Support with memory and cognition: 6</p> <p>In Plymouth (as of 19/2/2023) currently 902 Plymouth clients (18+) with an open service</p>	<p>No adverse impact.</p> <p>Clients will not be excluded from accessing these services because of their disability or health needs.</p> <p>It is estimated by 2025 the total population aged 18-64 predicted to have a learning disability will increase by 1.03% since 2020 (PANSI)</p> <p>It is also estimated by 2025 the total population aged between 18-64 to have impaired mobility will increase by 3.97% since 2021 (PANSI)</p>		<p>Strategic Commissioning – ongoing from 2023 - 2025</p>

	<p>agreement are diagnosed with Learning 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 (2011 Census).</p>			
Gender reassignment	<p>There are no official estimates for gender reassignment at either national or local level (awaiting 2021 Census data).</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 gender reassignment related impact has been identified.</p> <p>Clients will not be excluded from accessing the service because of their gender or reassignment.</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities</p>		Strategic Commissioning – ongoing from 2023 - 2025
Marriage and civil partnership	<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>Clients will not be excluded from accessing these services because of their marriage/civil partnership status,</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>		Strategic Commissioning – ongoing from 2023 - 2025
Pregnancy and maternity	<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</p>	<p>No adverse impact.</p>		Strategic Commissioning – ongoing from 2023 - 2025

	<p>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>Clients will not be excluded from accessing these services because of pregnancy or maternity.</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.</p>		
Race	<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.</p> <p>Census data suggests at least 43 main languages are spoken in the city, showing Polish, Chinese and Kurdish as the top three (2011 Census).</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>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>		Strategic Commissioning – ongoing from 2023 - 2025
Religion or belief	<p>Christianity is the biggest faith in the city with more than 58 per cent of the population (148,917). 32.9 per cent (84,326) of the Plymouth population stated they had no religion (2011 Census).</p> <p>Those who identified as Muslim were just under 1 per cent while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2011 Census).</p>	<p>No adverse impact.</p> <p>Clients will not be excluded from accessing these services because of their faith, religion or belief.</p> <p>The providers will sign up to PCCs Terms and Conditions, which include clauses relating</p>		Strategic Commissioning – ongoing from 2023 - 2025

		to Equality, Diversity and Equal Opportunities.		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No adverse impact. The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities.		Strategic Commissioning – ongoing from 2023 - 2025
Sexual orientation	There is no precise local data on sexual orientation in Plymouth (awaiting 2021 Census data). 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.	No adverse impact. Clients will not be excluded from accessing these services because of their sexual orientation.		Strategic Commissioning – ongoing from 2023 - 2025

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	Not applicable		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
	Please use this column to identify where your decision may cause a negative impact on the Council's ability	Please use this column to detail any mitigation action you plan to take to limit any negative impacts.	Please use this column to provide the timeframe for implementing any mitigation

	to meet its equality objectives. Where there is no impact, please type 'not applicable'.	Where it is not possible to mitigate against a negative impact you must make this clear.	activities. You must include the lead department.
Celebrate diversity and ensure that Plymouth is a welcoming city.	Not applicable		
Pay equality for women, and staff with disabilities in our workforce.	Commissioners will oversee Providers to ensure compliance with all legal responsibilities and duties.	PCC will monitor through on-going contract management.	Strategic Commissioning – ongoing from 2023 - 2025
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		

