

EQUALITY IMPACT ASSESSMENT – EXTRA CARE HOUSING

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Hannah Shaw	Department and service:	People Strategic Co-operative Commissioning	Date of assessment:	15 March 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Moriah Priestley, Head of Commissioning	Signature:	Approved via email	Approval date:	15 March 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>Plymouth City Council is proposing to extend the current contract for older people's Extra Care Housing Care provision by 3 months. The current contract ends on 31/03/2023 and the extension would expire on 30/06/2023.</p> <p>This service provides commissioned care across 7 extra care schemes for older people in the City.</p> <p>Eligibility criteria for the service is defined as:</p> <p><u>Adults</u></p> <p>An individual whose needs meet The Care and Support (Eligibility Criteria) Regulations 2014, as set out in the Care Act 2014, in order to receive the Services, namely if:</p> <ol style="list-style-type: none"> The adult's needs arise from or are related to a physical or mental impairment or illness; As a result of the adult's needs the adult is unable to achieve two or more of the outcomes specified in paragraph 2 of the Regulations; and As a consequence there is, or is likely to be, a significant impact on the adult's well-being. <p>Any services received following a care or support Assessment and recommendation from an appropriately qualified health and social care professional will be free of charge to the Service User, where the solution recommended provides a preventative benefit or meets Care Act 2014 Eligibility Criteria and it achieves Best Value for Commissioners.</p>				

Decision required:

Within this section, you must be clear on any decision being made and how/when, it will be taken.

This EIA will accompany the Contract Award Report for the Extra Care contract for Plymouth, which will be considered by Plymouth City Council Portfolio Holder for Adult & Children's Social Care.

SECTION TWO: EQUALITY IMPACT ASSESMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	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.				

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>Extra Care Housing (for older people) is delivered to older people aged 55+ to support them in their daily lives and help them to live at home. 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>There is a projected 32.7% increase in the number of people aged 65 or over between 2016 and 2034 (an additional 15,400 individuals) in Plymouth by 2034. Older people, especially those aged 65+, are among the largest users of our health and social care services therefore an ageing population suggests an increasing need for care and support services.</p>	<p>No adverse impact.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	None.	N/A
Disability	<p>Extra Care Housing supports service users, some of whom have a disability, including some people with quite complex needs who can live independently in extra care housing but with additional on-site support.</p>	<p>Impact is based on whether a need has been identified.</p> <p>As part of PCC tender/commissioning process providers are asked to</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p>	Ongoing

	<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 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>In the 2011 census, there were 22,146 people aged 65 and over with a long term health problem or disability of which 11,266 recorded that their day-to-day activities were limited a lot and 10,880 reported their day-to-day activities were limited a little.</p> <p>There are 3,142 children with disability in Plymouth.</p>	demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.	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 contract period.	
Gender reassignment	<p>Needs for the Extra Care Housing service are assessed by a suitably qualified person and the service will only be available if eligible needs have been identified.</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>The 2021 Census included for the first time questions asking respondents to indicate their sexual orientation and gender identity. The collection of this information will provide a much clearer picture of the profile of this community going forward and the issues that they face. We anticipate that this will go some way in allowing us to understand the data at a local level.</p>	<p>Impact is based on whether a need has been identified.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p> <p>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 contract period.</p>	Ongoing

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>Impact is based on whether a need has been identified.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p> <p>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 contract period.</p>	Ongoing
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 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 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</p>	<p>Impact is based on whether a need has been identified.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p> <p>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 contract period.</p>	Ongoing

	<p>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>			
Race	<p>Needs are assessed by a suitably qualified person and service will only be available if needs have been identified. 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>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>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</p>	<p>Impact is based on whether a need has been identified.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p> <p>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 contract period.</p>	Ongoing

	people from Pakistani and Bangladeshi groups and those identifying as White Gypsy and Irish Traveller.			
Religion or belief	<p>Needs are assessed by a suitably qualified person and service will only be available if needs have been identified.</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. 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>Impact is based on whether a need has been identified.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p> <p>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 contract period.</p>	Ongoing
Sex	<p>Needs are assessed by a suitably qualified person and service will only be available if needs have been identified.</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>Impact is based on whether a need has been identified.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p> <p>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 contract period.</p>	Ongoing
Sexual orientation	<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>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>Impact is based on whether a need has been identified.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p> <p>The data from the 2021 Census will be used to inform the changes in the Plymouth population over</p>	ongoing

	The 2021 Census will include for the first time a question asking respondents to indicate their sexual orientation. The collection of this information will provide a much clearer picture of the profile of this community going forward and the issues that they face. We anticipate that this will go some way in allowing us to understand the data at a local level.		the past 10 years and predict the population over the contract period.	
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
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'.	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'.	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.	Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.
	N/A		

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 to meet its equality objectives. Where there is no impact, please type 'not applicable'.	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.	Please use this column to provide the timeframe for implementing any mitigation activities. You must include the lead department.

Celebrate diversity and ensure that Plymouth is a welcoming city.	N/A		
Pay equality for women, and staff with disabilities in our workforce.	N/A		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	N/A		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	N/A		
Plymouth is a city where people from different backgrounds get along well.	N/A		