


# **EQUALITY IMPACT ASSESSMENT TEMPLATE AND GUIDANCE**

Policy and Intelligence Team



# EQUALITY IMPACT ASSESMENT TEMPLATE

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Karlina Hall, Commissioning Officer	<b>Department and service:</b>	People Strategic Co-operative Commissioning	<b>Date of assessment:</b>	May 2023
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Emma Crowther, Interim Head of Commissioning	<b>Signature:</b>		<b>Approval date:</b>	18 <sup>th</sup> May 2023
<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>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 Young Carers and Substance Misuse Business Case sets out the options for the re-procurement of young carers and substance misuse services for children and young people in Plymouth. The Young Carers Service supports children and young people under the age of 18 who have caring responsibilities for a family member who may need emotional or practical support such as looking after siblings, cooking, cleaning, monitoring health of cared for person etc. Young Carers often care for parents who have mental health issues. The service aims to reduce the negative impact of caring on young carers in terms of social exclusion, being able to fully engage in education and the fear/perceived stigma of statutory service interventions. There have been 599 young carers identified through Plymouth's 2023 school census.</p> <p>The Substance Misuse service supports young people, under the age of 18 who are experiencing problematic drug and alcohol use, using evidence based specialist treatment (Getting More Help / Risk Support). This includes harm reduction approaches alongside multi-agency working with for example, CAMHS and Youth Justice Services. The service also provides support in relation to the iThrive element Getting Help. This is for young people eligible for treatment but who do not yet demonstrate motivation to change.</p> <p>It is recommended that:</p> <ul style="list-style-type: none"> <li>A procurement of young carers and substance misuse services is carried out, to have new contracts in place for 1<sup>st</sup> April 2024;</li> <li>The procurement will have two Lots. The new contracts will be for 5+3+3 years and will commence on 1<sup>st</sup> April 2024. The anticipated end of the contracts with all extensions invoked would be 2035.</li> </ul>				

	<ul style="list-style-type: none"> <li>The award of the contracts for the services is delegated to the Strategic Director for People;</li> </ul> <p>The vision for the Young Person's Specialist Substance Misuse Treatment and Young Carers Services are that they will be aligned to the developing Family Hubs vision and principles, ensuring that children and young people receive the right support as early as possible.</p> <p>The service specifications for both services will be developed with key stakeholders to ensure alignment with system interfaces and changes as part of the Family Hubs transformation.</p>
<b>Decision required:</b>  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 Young Carers and Substance Misuse Business Case, which will be considered by Plymouth City Council Cabinet in June 2023.</p> <p>The business case describes the procurement of new young carers and substance misuse contracts over the next 9 years, the delivery of financial efficiencies and balancing these with the appropriate and effective use of grant funding, to support young people. Engagement will take place to develop the service design taking account any equality considerations. Contract performance measures and outcomes will be reviewed as part of the new contracts to ensure they are fit for purpose and reflect the needs of the local population.</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 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.</p>

## 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?	Yes		No	X
<b>Potential internal impacts:</b>  Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	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)	Yes		No	X
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
	<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>
<b>Age</b>				
<b>Disability</b>				
<b>Gender reassignment</b>				
<b>Marriage and civil partnership</b>				
<b>Pregnancy and maternity</b>				
<b>Race</b>				
<b>Religion or belief</b>				
<b>Sex</b>				
<b>Sexual orientation</b>				

**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'.			

**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.
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	Not applicable		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	Not applicable		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	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>	Not applicable		
<b>Plymouth is a city where people from different backgrounds get along well.</b>	Not applicable		

