


# EQUALITY IMPACT ASSESSMENT

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Hannah Shaw	<b>Department and service:</b>	People Strategic Co-operative Commissioning	<b>Date of assessment:</b>	June 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>	12 <sup>th</sup> June 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>Plymouth City Council is proposing to extend the current contract for Extra Care Housing Care provision by 8 months. The current contract ends on 31/07/2023 and the extension would expire on 31/04/2024. During this time, it is intended to undertake a procurement exercise to enable a redesign of the service to ensure it is fit for purpose and commissioned in the best way possible for the users of the service. The intention is to include social inclusion alongside the extra care schemes in this procurement exercise.</p> <p>The <b>Extra Care</b> service currently provides commissioned care across 7 extra care schemes for older people in the City, and social inclusion is provided in 6 of these schemes.</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"> <li>a) The adult's needs arise from or are related to a physical or mental impairment or illness;</li> <li>b) 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</li> <li>c) As a consequence there is, or is likely to be, a significant impact on the adult's well-being.</li> </ol> <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>				

	<p>The <b>Social Inclusion</b> service that is delivered to the various extra care schemes provides a broad range of activities for the residents both living within the schemes and some of the surrounding areas where appropriate, to achieve the following:</p> <ul style="list-style-type: none"> <li>• Establish strong links with the local community to optimise social inclusion opportunities for people living outside of the scheme who would benefit;</li> <li>• Assist residents to achieve and sustain a good level of social inclusion, to maximise their opportunity to enjoy and achieve in life;</li> <li>• Provide assistance in partnership with the Care and Support provider on an individual basis to enable people to access activities and opportunities that are made available at the scheme;</li> <li>• Provide initially intensive support to orientate new people to the scheme during their first weeks of settling in;</li> <li>• Establish, manage and support a group of volunteers from the wider community who will enhance the range of social inclusion opportunities available to people living in the scheme and with those other older people who live in the surrounding community and are engaging with the activities and opportunities that you provide both within the scheme and the wider community;</li> <li>• Respond flexibly to the particular and individual needs of people living within the Extra Care Scheme, which will vary on each scheme.</li> </ul> <p>Currently there is a voluntary sector provider who is commissioned to deliver this service within 5 of the Extra Care schemes, and one scheme has their social inclusion delivered by the landlord of the property. There is one scheme which currently does not have a social inclusion offer, and this does not provide an equitable service across the 7 schemes. Therefore the recommended procurement activity will incorporate social inclusion for all schemes as this is a vital aspect of the extra care housing model, ensuring greater equity for service users.</p>
<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>	<p>This EIA will accompany the business case for the future contracting of the Extra Care and Social Inclusion contracts for Plymouth, which will be considered by Plymouth City Council's Cabinet.</p>

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

<p>Potential external impacts:</p>	<p>Yes</p>		<p>No</p>	<p>No</p>
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Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	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)	<b>Yes</b>		<b>No</b>	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**

<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>
	<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>	<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>No adverse impact.</p> <p>As part of PCC tender/commissioning process providers are asked to</p>	<p>None.</p>	<p>N/A</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>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>	demonstrate their understanding of Equality & Diversity and demonstrate policies, procedures, process are in place.		
<b>Disability</b>	<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>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>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 &amp; 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
<b>Gender reassignment</b>	<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 is no specific CYP data for this category, but given the average age for presentation for reassignment of male-to-</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</p>	<p>Ensure appropriate supervision and training of the suitably qualified person undertaking the needs assessment.</p>	Ongoing

	<p>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>	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.	
<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>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 &amp; 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
<b>Pregnancy and maternity</b>	This EIA relates to services for older people in Plymouth (65+) so issues relating to pregnancy and maternity are not applicable.	N/A	N/A	N/A
<b>Race</b>	<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</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 &amp; Diversity and</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</p>	Ongoing

	<p>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 people from Pakistani and Bangladeshi groups and those identifying as White Gypsy and Irish Traveller.</p>	<p>demonstrate policies, procedures, process are in place.</p>	<p>Plymouth population over the past 10 years and predict the population over the contract period.</p>	
<p><b>Religion or belief</b></p>	<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 &amp; 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>	<p>Ongoing</p>

<b>Sex</b>	<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 &amp; 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>	<p>Ongoing</p>
<b>Sexual orientation</b>	<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 &amp; 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>	<p>ongoing</p>

#### 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.</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</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</p>

Only complete this section if it is relevant to your decision. If it is not relevant, please type 'not applicable'.	is no impact, please type 'not applicable'.	mitigate against a negative impact you must make this clear.	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.
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	N/A		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	N/A		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	N/A		
<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>	N/A		



<b>Plymouth is a city where people from different backgrounds get along well.</b>	N/A		
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