


# EQUALITY IMPACT ASSESSMENT – RECOMMISSIONING OF ADULT CARE HOMES

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<p><b>Author(s):</b> This is the person completing the EIA template.</p>	<p>Laura Lawrence / James Stannard</p>	<p><b>Department and service:</b></p>	<p>Strategic Co-operative Commissioning</p>	<p><b>Date of assessment:</b></p>	<p>19/09/23</p>
<p><b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.</p>	<p>Emma Crowther, Interim Head of Commissioning</p>	<p><b>Signature:</b></p>		<p><b>Approval date:</b></p>	<p>27<sup>th</sup> September 2023</p>
<p><b>Overview:</b></p>	<p>Plymouth City Council is proposing to extend the current pre-placement contract for residential and nursing care homes for 12 months to 31<sup>st</sup> December 2024. The Business Case developed recommends the possible future shape of services to be delivered to people who require care home placements, either residential or nursing. A contract extension provides time to engage the provider market on future service models and procurement options.</p> <p>Plymouth City Council has contracts in place with all of the care homes across Plymouth (89) which allows placements to be made through a pre-placement agreement; this includes care homes across the city and out of area for residential care, nursing care and NHS Continuing Healthcare (CHC). We work closely with our NHS Devon Integrated Care Board (ICB) partners to commission and monitor care home services. There has never been a tender process for care homes as this has historically been managed through an open market. Residential and Nursing Care Homes provide support to some of the most vulnerable individuals in the city; Plymouth City Council has a responsibility under the Care Act 2014, to ensure the sufficiency of placements for residents in the city.</p> <p>This is an important opportunity for Plymouth City Council and NHS Devon ICB to right size the care home market and ensure the sustainability of services moving forward in provision that meets the needs of our citizens.</p>				
<p><b>Decision required:</b></p>	<p>The total Local Authority spend for these services from Plymouth City Council is in the region of £50m per annum. This will accompany the business case being presented to Cabinet for approval in October 2023. The business case seeks to extend the current contract while the future approach to commissioning care homes services for adults is fully explored.</p>				

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

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

**SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**

<p><b>Protected characteristics (Equality Act, 2010)</b></p>	<p><b>Evidence and information (e.g. data and consultation feedback)</b></p>	<p><b>Adverse impact</b></p>	<p><b>Mitigation activities</b></p>	<p><b>Timescale and responsible department</b></p>
<p><b>Age</b></p>	<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><b>Care experienced individuals</b>  (Note that as per the Independent Review of Children’s Social Care</p>				

recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).				
<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**

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	None identified		

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	None identified		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	None identified		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	None identified		
<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>	None identified		
<b>Plymouth is a city where people from different backgrounds get along well.</b>	None identified		