


## EQUALITY IMPACT ASSESSMENT

### NEW CARE FACILITY AT OUTLAND ROAD FOR ADULTS WITH LEARNING DISABILITIES

#### SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Denise Clift	<b>Department and service:</b>	Place, SP&I	<b>Date of assessment:</b>	24/11/23
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Gary Walbridge	<b>Signature:</b>		<b>Approval date:</b>	15/12/2023
<b>Overview:</b>	A new care facility at the Outland Road site, with an enhanced offer that brings together the provision at Colwill and the Vines into a single service. Includes: the new facility; car parking; new pathways; storage out-buildings; landscaped gardens for education, leisure and contemplation for the residents and their families.				
<b>Decision required:</b>	Approves the Capital Investment Briefing Note and allocates £2,301,000 for the project into the Capital Programme funded from £2,261,000 service borrowing and £40,000 Capital Receipts.				

#### SECTION TWO: EQUALITY IMPACT ASSESSMENT 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	No
<b>Potential internal impacts:</b> 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 three)	<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.	Not required as project will not negatively impact on service users, communities, nor residents with protected characteristics nor on Plymouth City Council employees			

### 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
<b>Age</b>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p>	<p>The scheme is not anticipated to have any adverse impact on any age group.</p> <p>The facility is an adult day and respite centre for citizens with profound learning and physical disabilities, so will provide accommodation that is suitable for use by all ages in terms of accessibility and welfare provision.</p>		

	<ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>			
<p><b>Care experienced individuals</b> (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>The scheme is not anticipated to have any adverse impact on care experienced individuals</p>		
<p><b>Disability</b></p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p>	<p>The scheme is not anticipated to have any adverse impact on persons with a disability.</p>		

	12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	The residents and users of this facility will be adults with profound learning and physical disabilities and their families, and their requirements are informing the design.		
<b>Gender reassignment</b>	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	The scheme is not anticipated to have any adverse impact on Gender Reassignment.		
<b>Marriage and civil partnership</b>	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.  0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	The scheme is not anticipated to have any adverse impact on Marriage and civil partnerships		
<b>Pregnancy and maternity</b>	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	The scheme is not anticipated to have any adverse effect on pregnancy and maternity		

<b>Race</b>	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	The scheme is not anticipated to have any adverse impact on race		
<b>Religion or belief</b>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	The scheme is not anticipated to have any adverse impact on religion or belief.		
<b>Sex</b>	51 per cent of our population are women and 49 per cent are men (2021 Census).	The scheme is not anticipated to have any adverse impact on sex.		
<b>Sexual orientation</b>	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	The scheme is not anticipated to have any adverse impact on Sexual orientation.		

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>The facility will support and respect the right for private and family life, and staff will be trained to recognise, promote and support this philosophy.</p> <p>Contractors will be assessed against Human Rights compliance in relation to modern slavery, degrading treatment of others and equalities.</p>		

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<p><b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b></p>	<p>We believe diversity is the coexistence of people with different characteristics (e.g. race, age, gender, sexual orientation), skills and personality traits.</p> <p>This scheme is not anticipated to have any adverse impact on diversity.</p>		
<p><b>Pay equality for women, and staff with disabilities in our workforce.</b></p>	<p>Construction jobs are anticipated to create a number of jobs locally.</p> <p>In addition, changes to staff of the facility may change over time. In all instances everyone will be paid the same rate.</p>		

<p><b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b></p>	<p>This scheme is not anticipated to have any adverse impacts on supporting our workforce, where our people will feel welcome, aspire to be the best, especially helpful in providing this new state of the art facility.</p>		
<p><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></p>	<p>Ensuring that staff are appropriately trained as a customer focused service to deal with these types of issues.</p>		
<p><b>Plymouth is a city where people from different backgrounds get along well.</b></p>	<p>Again, as mentioned above, this scheme celebrates diversity and is not anticipated to have any adverse impact on coexistence of diverse people.</p>		