


# EQUALITY IMPACT ASSESSMENT – PEO/22035 SUPPLEMENTARY HEALTH AND SOCIAL CARE AGENCY SERVICES FOR CHILDREN AND YOUNG PEOPLE

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Andrea Langman	<b>Department and service:</b>	Strategic Commissioning	<b>Date of assessment:</b>	05/01/2024
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Emma Crowther	<b>Signature:</b>		<b>Approval date:</b>	09/01/2024
<b>Overview:</b>	<p>The proposal is to commission a framework agreement through which the Council can ‘call-off’ health and social care staffing agencies to deliver safe and effective supplementary care or support as and when required to meet the needs of children and young people in a range of circumstances, including but not limited to:</p> <ul style="list-style-type: none"> <li>• Bespoke ‘short break’ care/support in the community for children and young people with special educational needs and/or disabilities, or in the family home of a child or young person with profound and complex physical or mental disabilities;</li> <li>• ‘edge of care’ support, to avoid a child or young person becoming ‘looked after’ by the local authority;</li> <li>• Short term care/support for a child or young person entering local authority care in response to an ‘emergency’ or ‘crisis’, whilst arrangements are made for an appropriate matched placement to meet their assessed needs;</li> <li>• supporting stability and continuity where the placement of a looked after child or young person is at risk of breaking down, or supporting a transition between placements as a result of changing needs;</li> <li>• Supporting the process of reunification between a child or young person with their family, following a period of being looked after by the local authority.</li> </ul> <p>The key purpose of the new framework is to ensure delivery of services for children and young people which are effective in:</p>				

	<ul style="list-style-type: none"> <li>preventing health and/or social care needs escalating - and managing and de-escalating crises - to ensure that children and young people experience feeling safe and cared for, in stable and nurturing living arrangements;</li> <li>ensuring that children and young people's voices are heard - including appropriate involvement in planning how their needs will be met.</li> </ul> <p>Ultimately, the services in scope will make a key contribution to enabling children and young people to live safely and happily (within their family home wherever possible, or in the care of the local authority), to maximize their life opportunities and participation and to achieve their full potential.</p>
<b>Decision required:</b>	Following agreement of the business case by Cabinet in March 2022 (minute reference 255) and subsequent procurement (tendering) process, a decision will be sought from the Director for Children's Services (DCS) to award contracts to join the framework agreement referenced above to organisations which have met the Council's value for money requirements. Delegation of contract award to the DCS was agreed by Cabinet in March 2022.

## 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	✓
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		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)	Yes		No	✓
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The proposal is part of a range of linked activity intended to increase the availability and quality of placements for children and young people in the care of Plymouth City Council, for which a full equality impact assessment was completed as part of the business case agreed by Cabinet in March 2022. The evaluation criteria used to assess the quality of tenders submitted in the procurement of the new			

	<p>framework agreement included a requirement for organisations to demonstrate ways in which their models of working with children and young people will be ‘inclusive’ (of those with protected characteristics as set out in the Equality Act 2010).</p> <p>In terms of care experienced individuals, the procurement process required organisations wishing to join the new framework to demonstrate their commitment to and effective implementation of continual service improvement, informed by the voices of children, young people and families, many of whom will be care experienced. Examples would include ensuring that the lived experience of care leavers informs the organisation’s approach to workforce induction and training.</p>
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**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> </ul>			

	<ul style="list-style-type: none"> <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> <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>			

	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.			
<b>Disability</b>	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)			
<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).			
<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).			
<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.			

<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>			
<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>			
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>			
<b>Sexual orientation</b>	<p>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).</p>			

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	No adverse implications anticipated.		

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	No adverse implications anticipated.		
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No adverse implications anticipated.		
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	No adverse implications anticipated.		
<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>	No adverse implications anticipated.		
<b>Plymouth is a city where people from different backgrounds get along well.</b>	No adverse implications anticipated.		