


EQUALITY IMPACT ASSESSMENT – SPSUTS & YOUNG CARERS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Karlina Hall	Department and service:	Strategic Commissioning	Date of assessment:	26.01.24
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Emma Crowther	Signature:		Approval date:	26 th January 2024
Overview:	<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 set out the options for the re-procurement of young carers and substance misuse services for children and young people in Plymouth. This business case was approved at Cabinet in June 2023. 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 Specialist Problem Substance Use Treatment Service (SPSUTS) will support 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 will also provide 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>In the business case it was recommended that:</p> <ul style="list-style-type: none"> • A procurement of young carers service and SPSUTS is carried out, to have new contracts in place for 1st June 2024; 				

	<ul style="list-style-type: none"> • The procurement with two Lots. The new contracts will be for 5+3+3 years and will commence on 1st June 2024. The anticipated end of the contracts with all extensions invoked would be 2035. • The award of the contracts for the services is delegated to the Strategic Director for People; <p>The vision for the SPSUTS and Young Carers Services is 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 have been developed with key stakeholders to ensure alignment with system interfaces and changes as part of the Family Hubs transformation.</p>
Decision required:	<p>This EIA will accompany the Young Carers and SPSUTS Contract Award Report, which will be considered by the Strategic Director for People in January 2024.</p> <p>The contract award report describes the outcome of the procurement of new young carers and substance misuse contracts for the next 11 years, the delivery of financial efficiencies and balancing these with the appropriate and effective use of grant funding, to support young people. Engagement took place to develop the service specification 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 national Census and the 2023 local School Census will be used to inform the changes in the Plymouth population and predict the potential population of the future. 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 ASSESSMENT SCREENING TOOL

<p>Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes		No	X
<p>Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?</p>	Yes		No	X
<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	X
<p>If you do not agree that a full equality impact assessment is required, please set out your justification for why not.</p>	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
Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>			
Care experienced individuals	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			

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

Marriage and civil partnership	<p>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.</p> <p>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).</p>			
Pregnancy and maternity	<p>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.</p>			
Race	<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>			
Religion or belief	<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>			

	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).			
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).			
Sexual orientation	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).			

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	N/A		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	N/A		
Pay equality for women, and staff with disabilities in our workforce.	N/A		

Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	N/A		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	N/A		
Plymouth is a city where people from different backgrounds get along well.	N/A		