


EQUALITY IMPACT ASSESSMENT – RECOMMISSIONING OF ADULT CARE HOMES

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Laura Lawrence / James Stannard	Department and service:	Strategic Co-operative Commissioning	Date of assessment:	16/07/2024
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Emma Crowther, Interim Head of Commissioning	Signature:		Approval date:	16/07/2024
Overview:	<p>Plymouth City Council is proposing to extend the current pre-placement contract for residential and nursing care homes for 12 months to 31 December 2025. 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 and start a procurement exercise.</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>				
Decision required:	<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 September 2024. The business case seeks to extend the current contract while the future approach to commissioning care homes services for adults is completed and a tender exercise takes place. With a request for the award of the contract(s) to be delegated to the Portfolio Holder where they would not already have authority to award within the scheme of delegation.</p>				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	No
Potential internal impacts: 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)	Yes		No	No
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The purpose of the commissioned services is specifically to support the inclusion of vulnerable adults including those with protected characteristics so they are able to engage with community life and activities and live as independently as possible. This is a positive impact and has no negative impacts on any other protected group.			

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	Plymouth <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. 	None identified		

	<ul style="list-style-type: none"> • 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> <p>The total number of primary school children in Plymouth continues to drop due to a declining birth rate with 2022/23 being the lowest recorded up to that point at 2417.</p>			
<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children’s Social Care recommendations,</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</p>	<p>None identified</p>		

<p>Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>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>None identified</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>	<p>None identified</p>		
<p>Marriage and civil partnership</p>	<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</p>	<p>None identified</p>		

	sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).			
Pregnancy and maternity	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.	None identified		
Race	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) 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) 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).	None identified		
Religion or belief	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). 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).	None identified		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	None identified		

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).	None identified		
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	None identified		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	None identified		
Pay equality for women, and staff with disabilities in our workforce.	None identified		
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	None identified		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	None identified		

Plymouth is a city where people from different backgrounds get along well.	None identified		
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