


EQUALITY IMPACT ASSESSMENT – FAMILY HUBS BUSINESS CASE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Karlina Hall	Department and service:	Adults, Health & Communities	Date of assessment:	04/11/2024
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Emma Crowther	Signature:		Approval date:	04/11/2024
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 Family Hubs Contract Award sets out a recommendation to direct award a new contract to the current Family Hub providers for a further period of 2+1 years, the options for the commissioning of Family Hubs services. This business case is due to be considered at Cabinet in December 2024. The Family Hubs support families with children aged 0-19 or up to 25 for young people with SEND in Plymouth through a range of face-to-face and virtual offerings.</p> <p>The vision for the Family Hubs Services to ensure that children, young people and their families receive the right support as early as possible.</p> <p>This EIA will accompany the Family Hubs Contract Award, which will be considered by Cabinet in December 2024.</p> <p>The current Emerging Family Hubs contracts end on 31 March 2025. Key stakeholders will be engaged on the development of the service specification taking account any equality considerations. Contract performance measures and outcomes will be reviewed as part of this process to ensure they are fit for purpose and reflect the needs of the local population.</p>				
Decision required:	<p>It is recommended that:</p> <p>Three new Family Hub contracts are awarded to Action for Children, Barnardo's and Lark for a period of 2 years from 1st April 2025, with the option to extend by a further year, until 31st March 2028. These will replace the current</p>				

	Emerging Family Hub contracts. The total contract value for 2025/26 is confirmed as £2,443,693 and indicative contract value for 2026/27 is confirmed as £2,199,323.75.
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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	X
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
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	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	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	Plymouth <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 	None anticipated – the Family Hubs will support families with children of all ages across the city.	N/A	N/A

	<ul style="list-style-type: none"> • 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>			
<p>Care experienced individuals</p> <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</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</p>	<p>None identified – the Family Hubs will support families with children, including children in care and parents who have been in care.</p>	<p>N/A</p>	<p>N/A</p>

protected characteristic).	<p>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>			
Disability	<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>	None identified – Family Hubs are designed to be accessible for people with disabilities, to be able to access support and activities	N/A	N/A
Gender reassignment	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).	None identified – Family Hubs are accessible to all families with children	N/A	N/A
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>	As above – none identified. Access to Family Hubs does not depend on marital status	N/A	N/A
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total	None identified – the Family Hubs include specific support	N/A	N/A

	fertility rate (TFR) for Plymouth in 2021 was 1.5.	for families with children in the first 1001 days of life. Midwifery services operate from many of the Hubs, to support families pre-birth		
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 - Family Hubs are accessible to all families with children	N/A	N/A
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 - Family Hubs are accessible to all families with children	N/A	N/A
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	None identified – the Family Hubs offer a range of services for all parents	N/A	N/A
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	None identified - Family Hubs are accessible to all families with children		

	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).			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	None	N/A	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.	None – the Family Hubs are open to all parents with children	N/A	N/A
Pay equality for women, and staff with disabilities in our workforce.	None	N/A	N/A
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	None	N/A	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.	None	N/A	N/A

Plymouth is a city where people from different backgrounds get along well.	None – the Family Hubs are open to all parents with children, encouraging parents and children to form networks and connections	N/A	N/A
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