


# EQUALITY IMPACT ASSESSMENT – LEARNING DISABILITY SUPPORTED EMPLOYMENT RE-PROCUREMENT.

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	Fiona Gordon	<b>Department and service:</b>	Strategic cooperative commissioning – Learning Disability Supported employment procurement	<b>Date of assessment:</b>	November 2024
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Emma Crowther	<b>Signature:</b>		<b>Approval date:</b>	19 <sup>th</sup> November 2024
<b>Overview:</b>	<p>The value of supported employment as a positive tool to achieve positive change in the lives of people with learning disabilities has been underpinned by National Policy (Valuing People, Valuing People Now, Valuing Employment) which influenced changes to how supported employment, day centres and preparing for adulthood were commissioned.</p> <p>Supported Employment has been successfully used for decades as a model to secure and retain paid employment. The model uses a partnership strategy to enable people with disabilities to achieve sustainable long-term employment and businesses to employ valuable workers. This service provides specialised support and reasonable adjustments to learning disabled people who are covered as a defined protected characteristic under the Equality Act 2010. The service has to supply bespoke support to help people with learning disabilities due to their needs, and that mainstream employment support would not have the knowledge, expertise or time to deliver this properly and successfully.</p>				
<b>Decision required:</b>	<ol style="list-style-type: none"> <li>1. Agree the business case to procure a new learning disability supported employment service with a total cost of £1,175,844, using a Competitive Dialogue procurement process to tender.</li> <li>2. Delegate the awarding of contracts to the Director of Health, Adults and Communities where they would not already have the authority to do so within the Scheme of Delegation.</li> </ol>				

**SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL**

<p><b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?</p>	Yes		No	x
<p><b>Potential internal impacts:</b> 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>	<p>The re-procurement of this service will not negatively impact on the client group for this contract who are covered under the protected characteristic for disabled people (Equality Act 2010).</p> <p>The procurement of this service will aim to continue to meet the need for specialist support that cannot be supplied by mainstream employment services provided to the whole population by the DWP.</p> <p>Informed practice and the use of reasonable adjustments, alongside real knowledge of learning disability help people to gain paid employment.</p> <p>The service will be delivered using an evidence-based approach designed by the British Association of Support Employment.</p> <p>The current service contract delivered by the incumbent provider has been extended to cover the period of the formal tender, so there will be no change to the level of service being delivered to disabled people while the new service is procured.</p>			

**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> <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>	None identified	N/A	

<p><b>Care experienced individuals</b></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 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>	None identified	N/A	
<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>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	N/A	

<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).	None identified	N/A	
<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).	None identified	N/A	
<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.	None identified	N/A	

<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>	None identified	N/A	
<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>	None identified	N/A	
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	None identified	N/A	
<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>	None identified	N/A	

**SECTION FOUR: HUMAN RIGHTS IMPLICATIONS**

<b>Human Rights</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
	None identified	N/A	

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<b>Work together in partnership to:</b> <ul style="list-style-type: none"> <li>▪ promote equality, diversity and inclusion</li> <li>▪ facilitate community cohesion</li> <li>▪ support people with different backgrounds and lived experiences to get on well together</li> </ul>	None identified	N/A	
<b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b>	None identified	N/A	
<b>Build and develop a diverse workforce that represents the community and citizens it serves.</b>	None identified	N/A	
<b>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.</b>	None identified	N/A	