


# EQUALITY IMPACT ASSESSMENT – PLUSS DAY SERVICE CONTRACT VARIATION

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	Mark Collings	<b>Department and service:</b>	Strategic Cooperative Commissioning	<b>Date of assessment:</b>	10/03/25
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Emma Crowther, Service Director	<b>Signature:</b>		<b>Approval date:</b>	17 <sup>th</sup> March 2025
<b>Overview:</b>	This EIA accompanies the Executive Decision cabinet member decision paper and briefing paper. The proposal is to extend the current contract with PLUSS to operate a day service for people with assessed social care needs for a period of 20 months. The day service is focused on independence and employability skills and aim to ensure that adults who draw on care and support have regular opportunities to socialise and learn new skills.				
<b>Decision required:</b>	To extend the PLUSS day service contract for a period of 20 months from April 2025.				

## 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?	<b>Yes</b>		<b>No</b>	x
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	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)	<b>Yes</b>		<b>No</b>	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

**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>	<p>No adverse impact</p> <p>The Day Opportunities service will be for all eligible for support under The Care Act (2014) over the age of 18 living within the city of Plymouth. In addition, there may be some 16+year olds supported by this service who are in transition.</p>	None required	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>	<p>No adverse impact</p> <p>This service is for people with eligible social care needs,</p>	None required	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>	<p>No adverse impact.</p> <p>Clients will not be excluded from accessing these services because of their disability or health needs.</p> <p>The service is developed specifically for people with a social care need because of their disability.</p>	None required	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).	No gender reassignment related impact has been identified.  Clients will not be excluded from accessing the service because of their gender or reassignment.	None required	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).	No adverse impact.  Clients will not be excluded from accessing these services because of their marriage/civil partnership status,	None required	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.	No adverse impact identified  Clients will not be excluded from accessing these services because of pregnancy or maternity.	None required	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>	<p>No adverse impact.</p> <p>The providers will sign up to PCCs Terms and Conditions, which include clauses relating to Equality, Diversity and Equal Opportunities</p>	None required	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>	<p>No adverse impact.</p> <p>Clients will not be excluded from accessing these services because of their faith, religion or belief.</p>	None required	N/A
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impact.</p> <p>The providers will sign up to PCCs Terms and Conditions which include clauses relating to Equality, Diversity and Equal Opportunities</p>	None required	N/A

<b>Sexual orientation</b>	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).	No adverse impact.  Clients will not be excluded from accessing these services because of their sexual orientation.	None required	N/A
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## SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	None identified	On going monitoring	Commissioning through the life of the contract

## SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<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>	<p>This service is targeted for people with a social care need because of a disability.</p> <p>The ethos of the service is to promote equality and diversity in the workforce by supporting people to develop employability skills</p>	on-going monitoring	Commissioning through the life of the contract
<b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b>	nothing identified, care experienced young people who meet the social care need due to a learning disability will be able to access the service.	on-going monitoring	Commissioning through the life of the contract

<b>Build and develop a diverse workforce that represents the community and citizens it serves.</b>	this service is targeted to support people into employment encouraging a diverse workforce ion the city	on-going monitoring	Commissioning through the life of the contract
<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>	The service supports vulnerable clients and helps them to report and talk about challenges they face and how they are treated.	on-going monitoring	Commissioning through the life of the contract