EQUALITY IMPACT ASSESSMENT – PLYMOUTH DOMESTIC ABUSE SERVICE

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Karlina Hall	**Department and service:**	Adult, Health & Communities	**Date of assessment:**	14.05.24
Lead Officer: Head of Service, Service Director, or Strategic Director.	Emma Crowther, Service Director	**Signature:**		**Approval date:**	Reviewed 20th March 2025
Overview:	The Domestic Abuse Act 2021 has placed new statutory duties on local authorities to provide safe accommodation and support to all victims of domestic abuse. Our future intention is to procure a new domestic abuse service which will build upon and develop our offer for the whole city and will be a service for everyone. However, we recognise that the way in which people are impacted by domestic abuse can vary depending on a number of intersecting themes and characteristics. This EIA has been completed to support the design of the new service to ensure we consider appropriate and proportionate mitigation to enable anyone affected by domestic abuse can access the service. The findings will inform the service specification and expectation of delivery.				
Decision required:	To extend the Plymouth Domestic Abuse Service (PDAS) contract for 12 months to Sanctuary Housing Association. The Contract Value for this period is £782,519.				

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.	This contract is a continuation of the current service and therefore the changes will not negatively impact on any 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 • 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. South West • 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. England • 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. (2021 Census)	None anticipated	N/A	

Care experienced individuals (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).	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. 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. 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). 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.	None anticipated	N/A	
Disability	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	None anticipated	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 anticipated	N/A	
Marriage and civil partnership	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 anticipated	N/A	
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 anticipated	N/A	

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 anticipated	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 anticipated	N/A	
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	None anticipated	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 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 anticipated	N/A	

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts are anticipated. This service intends to support human rights		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: ▪ **promote equality, diversity and inclusion** ▪ **facilitate community cohesion** ▪ **support people with different backgrounds and lived experiences to get on well together**	No anticipated implication. However we acknowledge that those fleeing domestic abuse includes people who move and relocate to the city for their safety. Our needs assessment states average 40% of people in the specialist accommodation are from out of area.	To continue to ensure people can access our accommodation from other areas. This supports our ambition to be a welcoming city. To encourage positive community cohesion we will continue to work as a partnership, and with advice from, organisations such as British Red Cross and Plymouth Racial Equality Council. The procurement will include the inclusion of 'by and for' organisations to ensure we promote this as part of our PSED	Commissioning – ongoing
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	No anticipated implications.	The Social Value indicator for recruitment of care leavers is now mandatory within all new procurements.	Commissioning – ongoing
Build and develop a diverse workforce that represents the community and citizens it serves.	The provision of this service will support the delivery of VAWG/DASV Strategy. Women and people with disabilities are more likely to be impacted by domestic	The procurement process will support the inclusion of seeking providers that have strong equality and diversity policies; respond positively to our social value	Commissioning – ongoing

	abuse. This may result in the immediate workforce of PCC requiring support from this service. Service provision workforce dominated by women and the roles are often considered lower paid.	assessment and can support our workforce who experience domestic abuse. To ensure via our procurement and social value processes that pay equality can be met Ensure staff at Plymouth City Council are aware of the service and can access	
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.	No anticipated impact. However, we recognise the diversity of people affected by domestic abuse and the impact of people fleeing domestic abuse to our city.	To support our commitment to reporting of hate crimes, ensure the service is set up as 3rd party reporting.	Commissioning – ongoing