


EQUALITY IMPACT ASSESSMENT – [COMPLEX NEEDS ALLIANCE PEO 16175 RSDATG 24 25]

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Dominique Slaney	Department and service:	Integrated Commissioning	Date of assessment:	21 May 2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Emma Crowther/Service Director	Signature:		Approval date:	23 rd July 2024
Overview:	<p>The Complex Needs Alliance Contract includes services delivered by The Plymouth Alliance. The Plymouth Alliance, (TPA), is made up of seven partner organisations; BCHA, Hamoaze, Harbour, Livewell, PATH, Shekinah and The Zone, who are contracted as an Alliance so that these suppliers share responsibility with the Council for achieving outcomes and are mutually supportive, making decisions based on the best outcome for the service user. TPA commission a further five sub-contractors to the main contract, (CC Housing, Livewest, Salvation Army, Westward Housing and Young Devon). The contract was awarded in 2019 for a period of 5 years, plus an option to extend for a further 5 years (2+2+1).</p> <p>The Plymouth Alliance provides services for adults and young people at risk of / or experiencing homelessness and who may also have support needs in relation to mental health, substance, and/or alcohol use, offending and risk of exploitation.</p> <p>The vision of TPA is to improve the systems responding to those experiencing multiple disadvantage and experiencing complex lives, supporting the whole person to meet their aspirations and to participate in and contribute to all aspects of life. This is a key preventative collaboration for the city and needs to be aligned to the city's core priorities under the Corporate Plan: Working with the Police to tackle crime and anti-social behaviour; Working with the NHS to provide better access to health, care, and dentistry; and Keeping children, adults, and communities safe.</p>				

	This briefing recommends a variation of the current contract linked to the Supplementary Substance Misuse & Treatment Grant Funding paid via Public Health. The funding will support the provision of additional staffing, including specialist nurses and psychologist/psychiatric support.
Decision required:	This EIA will accompany the Complex Needs Alliance Contract Variation SSMTRG 24 25 Briefing Report, which will be considered by the Strategic Director for People in consultation and agreement with the Cabinet Member for Housing, Cooperative Development and Communities and the Cabinet Member for Health and Adult Social Care.

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.	The proposal is for increased funding for Drug & Alcohol Treatment Services and thus will bring additional support to Communities in Plymouth, including those with vulnerabilities who are more likely to be marginalised.			

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
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Age	<p>Plymouth</p> <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. • 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>	None	N/A	
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<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 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	N/A	
<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>	None	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	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	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	N/A	

Race	<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	N/A	
Religion or belief	<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	N/A	
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	None	N/A	
Sexual orientation	<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	N/A	

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	N/A – There are no negative Human Rights Implications as a result of the continuation of this project.	N/A	

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 	<p>The funding for this project will allow the continued and expanded support for individuals across Plymouth experiencing Complex Lives, as such this project will continue to support individuals from marginalised communities and supporting individuals at risk of homelessness and/or requiring Drug & Alcohol Treatment Services.</p> <p>All Partners within the Alliance operate equal opportunities policies across all staff roles in compliance with all relevant legislation.</p>	N/A	
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	All Partners within the Alliance operate equal opportunities policies across all staff roles in compliance with all relevant legislation.	N/A	

Build and develop a diverse workforce that represents the community and citizens it serves.	All Partners within the Alliance operate recruitment operations that support the Implementation of Our People Strategy 2020-2024. People with lived experience are invited to apply for all positions.	N/A	
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.	All Partners within the Alliance operate safeguarding and training policies to address any risks to potential staff and / or service users around any criminal activity including potential hate crime.	N/A	