EQUALITY IMPACT ASSESSMENT – [COMPLEX NEEDS ALLIANCE PEO 16175 RSI CV 57 & SHAP CV 59 & 65 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:**	24.12.2024
Lead Officer: Head of Service, Service Director, or Strategic Director.	Emma Crowther Service Director Integrated Commissioning	**Signature:**		**Approval date:**	27th December 2024
Decision required:	This EIA will accompany the Complex Needs Alliance Contract Variation RSI SHAP 24 25 (PEO 16175 CV 57 59 65) Briefing Report, which will be considered by the Strategic Director for Adults, Health and Communities 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 continued funding for Rough Sleeping Initiative Support Services and additional funding for Single Homelessness Accommodation provision across the city; this will bring additional support to communities across 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

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 identified	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 identified	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 identified	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	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 identified	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 identified	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 identified	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	N/A	
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	None identified	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 identified	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: ▪ **promote equality, diversity and inclusion** ▪ **facilitate community cohesion** ▪ **support people with different backgrounds and lived experiences to get on well together**	The funding for these projects will allow the continued and expanded support for individuals across Plymouth experiencing Complex Lives, as such these projects will continue to support individuals from marginalised communities and supporting individuals at risk of homelessness and/or requiring Drug & Alcohol Treatment Services. All Partners within the Alliance operate equal opportunities policies across all staff roles in compliance with all relevant legislation.	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	