

EQUALITY IMPACT ASSESSMENT – ADULT SOCIAL CARE IMPROVEMENT PLAN

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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| Author(s): The person completing the EIA template. | Emma Crowther, Service Director Integrated | Department and service: | Adults, Health and Communities | Date of assessment: | 18 July 2025 |
| Lead Officer: Head of Service, Service Director, or Strategic Director. | Gary Walbridge, Strategic Director, Adults, Health and Communities | Signature: | Gary Walbridge | Approval date: | 04 August 2025 |
| Overview: | <p>This EIA relates to a paper to be considered at Cabinet on 11th August 2025, which sets out the proposal to award a new contract for the provision of Community Equipment for Plymouth to support the ongoing availability of equipment for people who need it to support their health and wellbeing.</p> <p>Plymouth City Council and NHS Devon ICB jointly commission a Community Equipment Service (CES) for adults and children within the Plymouth City Council area or those on the outskirts if registered with a GP in Plymouth. Plymouth City Council is the lead commissioner. The budget for the service is jointly funded from the Better Care Fund.</p> <p>This service provides equipment relating to a prescribed, clinical need to support a person in their own home, including when they return from hospital. This includes equipment such as beds, mattresses and mobility aids. Equipment may be provided to support someone with a short-term need while they recover from illness, or longer term or permanent ill health. It is critical that the service remains in place to provide continuity of care and support for the people who rely on it, some of whom will have protected characteristics. Equipment is also provided to support children with additional needs to be able to attend school.</p> | | | | |
| Decision required: | For Cabinet to consider the recommendation to award a new contract for the provision of community equipment services. | | | | |

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

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| 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: | Yes | | No | X |

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| Does the proposal have the potential to negatively impact Plymouth City Council employees? | | | | |
| 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. | N/A | | | |

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> | <p>None identified – Adult Social Care services are accessible to all those aged 18+ with an eligible need under the Care Act.</p> <p>We are aware that our local population is ageing, and we will need to ensure that our Adult Social Care services are able to adapt to meet future need.</p> <p>The contract specifically supports children with additional needs, to help them to remain living at home and also to be able to attend school.</p> | <p>Having a community equipment service in place ensures that as people age and potentially become more frail they have access to equipment than can help them to remain living in the place of their choice for as long as possible, for example rails, walking aids, or more intensive support such as specialist beds.</p> | <p>Ongoing through contract monitoring of the provider by Plymouth City Council and NHS ICB Devon.</p> |

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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> | <p>None identified – Adult Social Care services are accessible to all those aged 18+ with an eligible need under the Care Act.</p> <p>Children in care with additional needs requiring support via the provision of equipment are included in the contract.</p> | <p>The community equipment service supports children and young people with additional needs as well as adults and the intention is for any child or young person who needs equipment to be able to access it to support them to live independently. This includes young people who are care experienced.</p> | <p>Ongoing through contract monitoring of the provider by Plymouth City Council and NHS ICB Devon.</p> |
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| Disability | <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>None identified – Adult Social Care services are accessible to all those aged 18+ with an eligible need under the Care Act.</p> <p>Children and young people with an eligible need are supported by the service.</p> | The community equipment service is essential for people with a disability where having access to equipment will make a difference to their daily living and quality of life. Having the new contract in place will ensure that this support continues to be available. | Ongoing through contract monitoring of the provider by Plymouth City Council and NHS ICB Devon. |
| 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 – the Council's services are accessible to all those with eligible needs. | None identified | N/A |
| Marriage and civil partnership | <p>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.</p> <p>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).</p> | None identified | 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 | None identified | N/A |

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| 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> | <p>None identified – the Council's services are accessible to all those with eligible needs.</p> <p>We recognise that we need to ensure that we regularly connect with all communities in our city to ensure we consistently understand the needs of people who may be more seldom heard.</p> | None identified | 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 identified | None identified | N/A |

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| Sex | 51 per cent of our population are women and 49 per cent are men (2021 Census). | <p>None identified – the Council's services are accessible to all those with eligible needs.</p> <p>We know that women in our city are statistically more likely to live for more years experiencing ill health and also that more women than men are unpaid carers - with the highest number in the 50-59 age group. We need to ensure that support for carers is available and includes a focus on the health of the carer.</p> | The community equipment service focuses on supporting people to be able to remain living independently for as long as possible, and this includes secondary support for the people who are carers for loved ones. | Ongoing through contract monitoring of the provider by Plymouth City Council and NHS ICB Devon. |
| 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 | None identified | N/A |

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

| Human Rights | Implications | Mitigation Actions | Timescale and responsible department |
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| | None identified | None identified | N/A |

SECTION FIVE: OUR EQUALITY OBJECTIVES

| Equality objectives | Implications | Mitigation Actions | Timescale and responsible department |
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| 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 | | | |
| Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing. | None identified | None identified | N/A |
| Build and develop a diverse workforce that represents the community and citizens it serves. | None identified | None identified | 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. | None identified | None identified | N/A |