


# EQUALITY IMPACT ASSESSMENT – PLYMOUTH ADULTS' CARE HOME FRAMEWORK

## SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> The person completing the EIA template.	Megan Chilton	<b>Department and service:</b>	Adult, Health & Communities	<b>Date of assessment:</b>	14 November 2025
<b>Lead Officer:</b> Head of Service, Service Director, or Strategic Director.	Gary Walbridge	<b>Signature:</b>		<b>Approval date:</b>	23.12.2025
<b>Overview:</b>	<p>Plymouth City Council is proposing to award new contracts for Plymouth Adults' Care Home Framework to commence 1 January 2026 following a procurement exercise undertaken in 2025.</p> <p>Eligibility criteria for the service is defined as:</p> <p><u>Adults</u></p> <p>An individual whose needs meet The Care and Support (Eligibility Criteria) Regulations 2014, as set out in the Care Act 2014, in order to receive the Services, namely if:</p> <ul style="list-style-type: none"> <li>a) The adult's needs arise from or are related to a physical or mental impairment or illness;</li> <li>b) As a result of the adult's needs the adult is unable to achieve two or more of the outcomes specified in paragraph 2 of the Regulations; and</li> <li>c) As a consequence there is, or is likely to be, a significant impact on the adult's well-being.</li> </ul> <p>Any services received following a care or support Assessment and recommendation from an appropriately qualified health and social care professional will be free of charge to the Service User, where the solution recommended provides a preventative benefit or meets Care Act 2014 Eligibility Criteria and it achieves Best Value for Commissioners.</p>				
<b>Decision required:</b>	<p>To award the following contracts:</p> <ul style="list-style-type: none"> <li>1. PEO/24155 Lot 1 - Residential Care Home with or without Nursing Services (with a PL postcode)</li> <li>2. PEO/25002 Lot 2 - Residential Care Home with or without Nursing Services with innovation (with a PL postcode)</li> </ul>				

	The total contract value for 10 years is £500,000,000 (The anticipated duration of the Framework Contract is for 5 years with possible extensions of 3 years plus 2 years)
--	--

**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?	Yes		No	X
<b>Potential internal impacts:</b> 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 an enhancement 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
<b>Age</b>	<p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 percent of people in Plymouth are children aged under 15.</li> <li>• 65.1 percent 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 percent of people are aged 0 to 14, 61.8 percent are aged 15 to 64.</li> <li>• 22.3 percent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 percent of people are aged 0 to 14.</li> <li>• 64.2 percent of people are aged 15 to 64.</li> <li>• 18.4 percent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>	<p>No adverse impact.</p> <p>As part of PCC tender/commissioning process providers are asked to demonstrate their understanding of Equality &amp; Diversity and demonstrate policies, procedures, process are in place.</p>	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 percent of the homeless population in the UK have care experience. In Plymouth there are currently 7 percent of care leavers open to the service (6 percent aged 18-20 and 12 percent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 percent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 percent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 percent of care leavers aged 18-21 Not in Education Training or Employment (54 percent 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 anticipated	N/A	
<p><b>Disability</b></p>	<p>9.4 percent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 percent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	<p>None Anticipated</p> <p>Peoples will not be excluded from accessing the service because of their disability or health need.</p>	N/A	

<b>Gender reassignment</b>	0.5 percent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 percent of residents identify as a trans man, 0.1 percent identify as non-binary and, 0.1 percent identify as a trans women (2021 Census).	None anticipated People will not be excluded from accessing the service because of their gender or reassignment.	N/A	
<b>Marriage and civil partnership</b>	40.1 percent of residents have never married and never registered a civil partnership. 10 percent are divorced, 6 percent are widowed, with 2.5 percent are separated but still married.  0.49 percent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 percent of residents are in a civil partnerships with the opposite sex (2021 Census).	None anticipated People will not be excluded from accessing the service because of their gender, marriage/civil partnership status, pregnancy or maternity	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.	None anticipated	N/A	
<b>Race</b>	In 2021, 94.9 percent of Plymouth's population identified their ethnicity as White, 2.3 percent as Asian and 1.1 percent as Black (2021 Census) People with a mixed ethnic background comprised 1.8 percent of the population. 1 percent of the population use a different term to describe their ethnicity (2021 Census) 92.7 percent 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 People will not be excluded from accessing the service because of their race.	N/A	

<b>Religion or belief</b>	<p>48.9 percent of the Plymouth population stated they had no religion. 42.5 percent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 percent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 percent (2021 Census).</p>	<p>None anticipated</p> <p>People will not be excluded from accessing the service because of their faith, religion or belief.</p> <p>Assessment of the way in which care services are delivered would also need to ensure an individual's faith/religion or belief were met when stated.</p>	N/A	
<b>Sex</b>	51 percent of our population are women and 49 percent are men (2021 Census).	None anticipated	N/A	
<b>Sexual orientation</b>	88.95 percent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 percent describe their sexuality as bisexual, 1.97 percent of people describe their sexual orientation as gay or lesbian. 0.42 percent of residents describe their sexual orientation using a different term (2021 Census).	<p>None anticipated impact.</p> <p>People will not be excluded from accessing the service because of their sexual orientation.</p>	N/A	

#### SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
<b>Human right implications</b>	Independent providers will be responsible for ensuring compliance with all legal responsibilities and duties.	N/A	

**SECTION FIVE: OUR EQUALITY OBJECTIVES**

<b>Equality objectives</b>	<b>Implications</b>	<b>Mitigation Actions</b>	<b>Timescale and responsible department</b>
<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>	No anticipated implications		Commissioning – ongoing
<b>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</b>	No anticipated implications	The Social Value indicator for recruitment of care leavers is now mandatory within all new procurements.	Commissioning – ongoing
<b>Build and develop a diverse workforce that represents the community and citizens it serves.</b>	No anticipated implications	<p>The procurement process included requirement from providers to have an equality and diversity policy.</p> <p>To ensure via our procurement and social value processes that pay equality can be met.</p>	Commissioning – ongoing
<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>	No anticipated implications		Commissioning – ongoing