

EQUALITY IMPACT ASSESSMENT – PASSPORTING THE ROUGH SLEEPER PREVENTION AND RECOVERY GRANT (RSPARG) TOP UP FUNDING TO THE PLYMOUTH ALLIANCE & DIRECT AWARDS TO PARTNER ORGANISATIONS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Ruth Tune-Holmes	Department and service:	Community Connections	Date of assessment:	16 th October 2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Jackie Kings	Signature:		Approval date:	26 th November 2025
Overview:	<p>Plymouth City Council receives funding from the Ministry of Housing, Communities and Local Government (MHCLG) to ensure the delivery of services to single homeless individuals and couples, including those with a history of, or at risk of, rough sleeping. The Rough Sleeping Recovery and Prevention Grant (RSPARG) aims to combat rough sleeping as part of a broader strategy to address homelessness and enhance services for those at risk.</p> <p>Plymouth City Council, in collaboration with the Plymouth Alliance, has used this funding to provide a systemic approach alongside broader Alliance services and partners, offering pathways out of homelessness and rough sleeping wherever possible with a particular focus on meeting the needs of individuals and couples who are homeless and rough sleeping and often experiencing multiple disadvantage.</p> <p>The MHCLG has allocated Plymouth City Council Top Up RSPARG funding of £856,541 to build on homelessness prevention, relief and health interventions to those who are experiencing multiple disadvantages and are often the farthest away from services.</p>				
Decision required:	It is recommended that the Strategic Director:				

	<ol style="list-style-type: none"> 1. Approve the transfer of the revenue funds of £478,649 to the Plymouth Alliance Via deed of Contract Variation to the Complex Needs Alliance Contract Reference PEO 16175 2. Approve the direct award of the revenue funds to: <ol style="list-style-type: none"> a. Adelaide Surgery – £217,532 b. Trevi - £34,000 c. Plymouth Community Homes - £63,750 d. Plymouth University - £62,570

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 RSPARG funds services that explicitly work to have positive equality, diversity and social inclusion impacts. All services support people experiencing multiple disadvantage. The Plymouth Alliance has a range of interventions which support greater social inclusion. This includes gender and age specific services.		

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	<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>	Where necessary older residents will be referred to Adult Social Care and young people to specialist services	N/A	Ongoing, Community Connections

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).	<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>	N/A	Monitoring of lettings and related services to those who are care experienced	Ongoing, Community Connections
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>	Some individual may require medical and social care and/or accessible housing and services	Partnership with health and social care is in place that provides a dedicated and specialist service	Ongoing, Community Connections

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).	N/A. If participants fall within this category; existing support services will be made available	N/A	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).	N/A	N/A	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.	N/A	N/A	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>	<p>There is potential for those from minoritised communities to feel isolated and to be the target of racism and hostility.</p>	<p>We are seeking to address the potential for isolation and racism as part of wider Council strategy.</p>	<p>Ongoing, Community Connections</p>
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>	<p>Plymouth has a population from a range of diverse national backgrounds. There are two mosques offering prayer and other facilities. There are also a number of shops with halal provision.</p> <p>There are numerous churches in Plymouth that have a congregation from a range of diverse national backgrounds.</p>	<p>This will be monitored through letting arrangements</p>	<p>Ongoing, Community Connections</p>
Sex	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No impact anticipated, there are gender specific homelessness services</p>	<p>Lettings will be monitored</p>	<p>Ongoing, Community Connections</p>

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).	No impact anticipated. If participants fall within this category, existing support services will be made available	This will be monitored through the letting process and partnership working.	Ongoing, Community Connections
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>Homeless individuals have the same rights of protection as everyone else under the terms of the Human Rights Act 1998. The Equality Act 2010 places a duty on us to:</p> <p>Eliminate unlawful discrimination, harassment, victimisation</p> <p>Advance equality of opportunity between those with a protected characteristic and others</p> <p>Improved housing and support provision will evidence that we are committed to improving the quality of life for all in our city.</p>	Delivery of the service interventions through the Plymouth Alliance to work closely with this homeless population.	2025/26 Community Connections

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>Ensure that the Plymouth Alliance, which the Council is a part of, works closely together to promote E, D, I policies, procedures and practices in its day-to-day service delivery with the homeless and rough sleeping cohorts.</p>	<p>The Council commissions and is part of the leadership of the Plymouth Alliance.</p>	<p>2025/26 Community Connections</p>
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	<p>Care experienced individuals are a proportion of this homeless cohort.</p>	<p>Specific services and interventions to be developed.</p>	<p>2025/26 Community Connections</p>
Build and develop a diverse workforce that represents the community and citizens it serves.	<p>No impact</p>	<p>No impact</p>	<p>No impact</p>
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.	<p>No impact</p>	<p>No impact</p>	<p>No impact</p>