

EQUALITY IMPACT ASSESSMENT – ALTERNATIVE EDUCATION PROVISION SERVICES

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

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Lead Officer: Head of Service, Service Director, or Strategic Director.	Isabelle Kolinsky	Signature:		Approval date:	16 January 2026
Overview:	<p>The proposed Alternative Education Provision (AP) Services will support up to 200 full-time equivalent (FTE) pupils across Key Stages 1 to 4. Provision will include education for pupils who:</p> <ul style="list-style-type: none"> • Are permanently excluded from school • Are at risk of exclusion and referred for short-term intervention • Cannot attend school due to medical, social, or emotional needs • Require transition or reintegration support following alternative education • Have an Education, Health and Care Plan (EHCP) naming Education Other Than at School (EOTAS) as the appropriate provision <p>The estimated annual contract value is approximately £5.8 million, funded through the Dedicated Schools Grant (High Needs Block) and Department for Education per-place funding. The proposed contract term is three years, with an option to extend for a further two years, subject to performance and funding availability.</p>				
Decision required:	<ol style="list-style-type: none"> 1. Agrees the commencement of the procurement service for Alternative Education Provision service with a value of £5.8 million per year; 2. Delegates the award of the contract to the Director of Children’s Services where they do not already have the authority to do so. 				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts:	Yes	X	No	
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Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				
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	X	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

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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<p>Age</p>	<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>With the addition of possible new academic providers, the service is targeted at statutory school-age children and young people indicating that this will impact school-age children who are currently within the ACE School provision.</p> <p>If children are moved to more suitable provisions, this will require an adjustment period for both the children and their families.</p>	<p>By procuring the AP offer in lots, the provision will be designed to better suit the children’s needs and ensure that integration into the new provision is not adversely impacted.</p> <p>As per our strategy, the aim is to make the AP service more accessible and closer to children and their families. The procurement process will consider these mitigating steps throughout the life span of the project especially during the active procurement stages.</p>	<p>Commissioning – ongoing</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>This service may impact on care experienced children and young within Alternative Education Provision services.</p>	<p>The decision actively advances equality of opportunity by removing barriers to education for children regardless of background or lived experiences. It will provide tailored and need-led support, creating inclusive pathways and reintegration where possible.</p>	<p>Commissioning – ongoing</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>This service supports children with SEND and additional needs who are disproportionately represented in Alternative Education Provision.</p>	<p>The procurement process and service requirements ensure compliance with equalities legislation. Providers will be required to demonstrate inclusive practice and reasonable adjustments. Contract monitoring will include outcomes monitoring and feedback on equality and accessibility measures.</p>	<p>Commissioning – ongoing</p>
Gender reassignment	<p>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).</p>	<p>There are no adverse impacts anticipated.</p>	<p>N/A</p>	<p>N/A</p>
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>	<p>There are no adverse impacts anticipated.</p>	<p>N/A</p>	<p>N/A</p>

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.	There are no adverse impacts anticipated.	N/A	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).	There are no adverse impacts anticipated as service is based on needs and providers are required to promote inclusive practice.	N/A	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).	There are no adverse impacts anticipated.	N/A	N/A
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	There are no differential impacts anticipated.	N/A	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).	There are no adverse impacts anticipated.	N/A	N/A

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	The decision supports multiple sections within the Human Rights Act (1998) by promoting access to education for vulnerable children and young people, supporting safeguarding and wellbeing, advancing equality of opportunity and reducing the risk of exclusion from education.	Providers will be required to comply with safeguarding, equality, and data protection requirements. In addition, robust contract monitoring will ensure oversight of quality, accessibility and measurable outcomes. Avenue for co-production as well as complaints and escalation channels will remain in place for children and their families to contribute.	Commissioning – ongoing

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 	There are no adverse impacts anticipated.		
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	There are no adverse impacts anticipated.		
Build and develop a diverse workforce that represents the community and citizens it serves.	There are no adverse impacts anticipated.		

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.	There are no adverse impacts anticipated.		
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