

Cabinet – Equality Impact Assessments	
Wednesday 10 November 2021 10.00 am	
AGENDA	

Item	Discussion	Portfolio
6	Tender and Award of Transport Contracts under the Dynamic Purchasing System for Transport (Pages 1 - 8)	
7	Delivery of structural maintenance works 2022-2026. (Pages 9 - 16)	
8	Market Shaping and Review of the Adult Social Care Commissioning & Estate Strategies (Pages 17 - 28)	
9	Establishment of a Day Centre provision for care assisted young people at Trevone House (Pages 29 - 36)	
10	Implementing a Modified Dynamic Purchasing System (MDPS) for Professional Services in Childrens Social Care (Pages 37 - 52)	

Cabinet

Cllr Stephen Davies, Cllr David Gray, Cllr Philip Robinson, Cllr Mark Hawthorne MBE, Cllr Carole Allaway-Martin, Cllr Tim Harman, Cllr David Norman MBE, Cllr Vernon Smith, Cllr Lynden Stowe and Cllr Kathy Williams

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Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Integrated Transport Unit
Title of the activity being assessed i.e. the strategy, plan, policy or service	Tender and Award of Transport Contracts under the Dynamic Purchasing System for Transport
Brief outline of the proposal(s)	<p>Retendering of council public transport services at end of current contract period.</p> <p>The authority will therefore be able to fulfil its statutory obligations towards service users in respect of transport provision and ensure service continuity at the end of the current contracts.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input type="text"/></p>
Decision to be taken and decision maker	<p>1) That Cabinet delegates authority to the Lead Commissioner Community Infrastructure in consultation with the Cabinet Member for Economy, Education and Skills to:</p> <p>a) Conduct a competitive procurement process under the Gloucestershire County Council Passenger Transport Dynamic Purchasing System (DPS) (the “Transport DPS”) in respect of each of the proposed contracts for transport services set out in Appendix 1 to this report. Each such contract shall continue for a period of 7 years commencing on the contract start between 22 November 2021 and 31 March 2023;</p> <p>b) Award each such contract to the relevant preferred tenderer.</p> <p>2) That Cabinet notes the update set out in Appendix 2 to this report from the Integrated</p>

	Transport Unit summarising transport contracts awarded to date using the Transport DPS since its launch in February 2020, as required by the Cabinet decision of 24 July 2019.
Person(s) responsible for completing this assessment	Tom Main Thea Powell
Date of this assessment	<ul style="list-style-type: none"> • Date EIA previously updated: 2019 • Date EIA reviewed and updated: October 2021 • Date of cabinet to which this EIA is being submitted: 10 November 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	None at present, there is no service change proposed just continuation of the current arrangement via new contracts
Workforce	ITU worked closely with the Commercial Team on this development, and also liaised with legal services where required
Partners	Operators of transport services
Other	External – We will speak to suppliers as part of the tender process

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	GCC is procuring and providing the same transport services as we did under previous arrangements. Suppliers must conform to contractual requirements which ensure minimal impact to any user, regardless of age.	<i>Workforce would only be impacted when using the services provided. Please see 'Service Users' impact assessment</i>

Disability	GCC is procuring and providing the same transport services as we did under previous arrangements. Suppliers must conform to contractual requirements which ensure minimal impact to any user, regardless of disability. Please see here for further information: https://www.gov.uk/guidance/rights-of-disabled-passengers-on-transport (information includes requirement of wheelchair access on all public service routes).	“
Sex	No identified significant impact	“
Race	No identified significant impact	“
Gender reassignment	No identified significant impact	“
Marriage & civil partnership	No identified significant impact	“
Pregnancy & maternity	No identified significant impact	“
Religion and/or belief	No identified significant impact	“
Sexual orientation	No identified significant impact	“

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Maintaining and continuing to use DPS2 (launched in February 2020 and used since) to procure transport contracts. DPS2 has been in constant use. Change in DPS does not change any EIA element since previous procurement system.	To increase ease of use of software for GCC staff and for suppliers when they are submitting their information. To increase ease of updating the process/documentation to match procurement and contractual standards as per (a) procurement law and best practice, (b) statutory obligations as the transport authority, and (c) as required for best results when procuring transport.
Regarding transport in general: Continually assess the routes that	Regarding transport in general: Transport is procured similarly by all transport

<p>GCC tender for – to understand public demand.</p> <p>To have an open dialogue with all service operators (suppliers), i.e. to ensure GCC and operators can be in touch with each other at any time.</p> <p>To update contractual requirements of each service-contract as required for minimal negative impact to any user, and thus update tender documents as required.</p>	<p>authorities. The routes that are procured are to compliment and support the entire county transport network, the majority of which is commercially managed. Each contract this is tendered by GCC may have specific contractual obligations to ensure the tender process results in the best supplier delivering that service. Contractual obligations within different services required (e.g. public transport, home to school transport, social care transport, etc.) can be reflected in individual contracts, and can be reflected in the different categories within the DPS2.</p> <p>Regarding the DPS2, please see here: https://glostext.gloucestershire.gov.uk/ieDecisionDetails.aspx?ID=1332</p>
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5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Both to maximise the positive impact and minimise the negative impact	Ongoing dialogue with providers/suppliers, including action to fulfil statutory obligations as the transport authority.	Ongoing	Jo Savell and Tom Main

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
No actions necessary

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Kathryn Haworth
Date	25/10/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Philip Robinson
Date	27/10/2021

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>National results including protected characteristics available from 29th October 2021 (most recent survey published): https://nhtnetwork.org/authority-participation/ . Please see Public satisfaction survey. Historic results also available from this date (re-accessible when new data published).</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>“</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>“</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>“</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>“</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>“</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>“</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>“</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>“</p>

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	NA
Disability	NA
Sex	NA
Race	NA
Gender reassignment	NA
Marriage & civil partnership	NA
Pregnancy & maternity	NA
Religion and/or belief	NA
Sexual orientation	NA

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Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Economy, Environment & Infrastructure
Service area	Highways Commissioning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Delivery of structural maintenance works 2022-2026
Brief outline of the proposal(s)	To carry out a compliant competitive tender process for the delivery of a single provider contract for the delivery of structural maintenance works.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	That Cabinet authorise the Head of Highways Authority to: (1) Carry out a public procurement law compliant competitive tender process for the delivery of a two year single provider contract for the delivery of structural maintenance works commencing 1st April 2022, with the option to extend by a further 2 years until 2026 if the provider evidences a satisfactory level of performance as set out in the contract. (2) Award such contract (following the conclusion of the said competitive tender process) in consultation with the Cabinet Member for Highways and Flood, to the preferred provider(s) evaluated as offering the Council best value for money for delivery of the required works. In the event that the preferred provider is either unable or unwilling to enter into that contract with the Council then the Head of Highways Authority shall be authorised to award such contract to the next

	willing highest scoring suitably qualified provider. Decision to be taken by Cabinet.
Person(s) responsible for completing this assessment	Kath Haworth – Head of Highways Authority
Date of this assessment	7 th October 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	Parish and Member surveys are on going in existing contract and proposed contract, along with national survey results. Complaints and compliments are carefully monitored.
Workforce	Information updates and communication including staff team briefings have been ongoing throughout the process to ensure that all members of staff have had the opportunity to express their views and concerns. Meetings with Union representatives will be undertaken during the procurement and mobilisation phases if necessary. TUPE can only be instigated once a new service provider is identified and any special considerations required by staff, for example existing disabilities, these can then be considered as a part of these undertakings.
Partners	N/A
Other	N/A

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	During the tender process and through the managing of the contract the County will ensure that the contractor will operate a fair policy that encourages all age groups to deliver the service, and that the contractor operates with in the law.	No identified significant impact
Disability	The specification for the contract is set at a national level and has a range of standards integrated within it that are specifically targeted at ensuring that specific groups are catered for. These include for example guidance on the design standards of tactile paving services and the guidance on inclusive mobility.	No identified significant impact
Sex	During the tender process and through the managing of the contract the County will ensure that the contractor will operate a fair policy that encourages both sex groups to deliver the service, and that the contractor operates with in the law.	No identified significant impact
Race	No identified significant impact	No identified significant impact
Gender reassignment	No identified significant impact	No identified significant impact
Marriage & civil partnership	No identified significant impact	No identified significant impact
Pregnancy & maternity	No identified significant impact	No identified significant impact
Religion and/or belief	No identified significant impact	No identified significant impact
Sexual orientation	No identified significant impact	No identified significant impact

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	<p>The Tender has been developed to ensure that the potential suppliers take due regard of how their business and business practices effect the target groups. At tender stage potential suppliers will be asked to explain:</p> <ul style="list-style-type: none"> • How their business operations will pay due regard to the target groups in terms of; <ul style="list-style-type: none"> ○ Workforce recruitment and development ○ Work planning ○ Day to day operations 	Award of contract in February 2022	
Positive	The specification is set at a national level and has a range of standards integrated within it that are specifically targeted at ensuring that specific groups are	Throughout the duration of the contract	GCC Contract Manager

	catered for. These include for example guidance on the design standards of tactile paving services and the guidance on inclusive mobility.		
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6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
Contract Management meetings to monitor performance against the tendered specification.

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Kathryn Haworth
Date	28/10/21

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Vernon Smith
Date	28/10/2021

8. Publication

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Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	Countywide – affects all residents
Disability <i>percentage/profile of service users who have a disability</i>	Countywide – affects all residents
Sex <i>percentage/profile of service users who are male and who are female</i>	Countywide – affects all residents
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	Countywide – affects all residents
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	Countywide – affects all residents
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	Countywide – affects all residents
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	Countywide – affects all residents
Religion and/or belief <i>percentage/profile of</i>	Countywide – affects all residents

<i>service users religious beliefs</i>	
<i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	Countywide – affects all residents

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	Not affected
Disability	Not affected
Sex	Not affected
Race	Not affected
Gender reassignment	Not affected
Marriage & civil partnership	Not affected
Pregnancy & maternity	Not affected
Religion and/or belief	Not affected
Sexual orientation	Not affected

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Adults Commissioning
Service area	Integrated Brokerage & Market Management
Title of the activity being assessed i.e. the strategy, plan, policy or service	Market Shaping and Review of the Estates and Commissioning Strategies
Brief outline of the proposal(s)	The purpose of the report is to seek cabinet approval to undertake a review of the Gloucestershire Adults Health & Social Care Sector, following the Covid-19 Pandemic, taking particular note of those areas where Gloucestershire County Council have the greatest influence to help manage and shape the market in order to influence and aid sustainability of the Independent Health & Social Care Sector for Gloucestershire.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	Undertake a consultation and review with the providers/agencies
Person(s) responsible for completing this assessment	Brenda Yearwood – Head of Integrated Commissioning – Brokerage & Market Management
Date of this assessment	September 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	The engagement exercise proposed in the Cabinet paper will not directly engage with either older people or working age adults using services. We will however work with commissioned providers to identify the current spread of delivery, identify options and gaps so we can make these available to the residents of Gloucestershire, in particular those accessing care services, at a later date.
Workforce	We will use surveys, snap surveys, focus groups, virtual workshop, and social media discussions and one to one interviews to capture as much information as possible on the current shape of the market.
Partners	The Gloucestershire Clinical Commissioning Group are joint commissioners of these services and as such will take an active part in forming the outline structure of the engagement programme content and focus. Gloucestershire Health & Care Foundation Trust & Gloucestershire Hospital Trust are key stakeholders in the outcome and onward planning
Other	Carer, families and friends of current users of care and support services.

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	<p>Gloucestershire has a population of 637,000, with 5,000 individuals receiving long term care.</p> <p>The engagement exercise will focus on how the pandemic has impacted on those with protected characteristics and will work on identifying how we can use market shaping activities to mitigate against these. Understanding that all of</p>	<p>There are 221 care homes in the county employing approximately 8,000:</p> <p>No. of carers in care homes – 5,557 No. of Nurses – 446 Ancillary Staff – 1,951</p> <p>There are also 237 Domiciliary Care agencies - employing 5595 individual staff members.</p>

	<p>those within in receipt of Health & Social Care support will have more than one protected characteristic as outlined under the Equality Act 2010</p>	<p>Most of these will be in the 35 – 55 year age bracket. Part of this engagement process will focus on how to attract care workers from younger age groups</p>
<p>Disability</p>	<p>The data analysis (set out in the Appendix) identifies that the complex needs of Gloucestershire Communities, including those with disabilities, is likely to increase between 2020 and 2025, particularly across the 55-64 age group.</p> <p>In addition, data indicates that the needs of current population have changed, partially as a result of wishing to remain independent for longer and predictions for future demand as indicated in the Appendix indicate there is a need for more specialist provision in certain parts of the county. For example, nursing care, specialist dementia care and specialist neurological support. Gloucestershire has only one facility able to offer placements for those with neurological conditions so we frequently have to place out of county. By placing people in care homes at a distance from their own communities we leave them unable to maintain important links with their families, friends and communities. The location of any new provision needs to be planned carefully to ensure it marries up with demand or be centralised and supported in a way that encourages interaction and connectivity with the communities.</p>	

	<p>The consultation and engagement exercise with the care market and its providers will enable the Council to ensure that providers who are developing the support and services are able to meet these changing needs of our population and the demands of the Integrated Care System</p>	
Sex	No identified significant impact.	<p>The majority of people working as carers are the H&SC sector are women. Through this engagement process we will also focus on the impact that Covid 19 has had on individuals working within the care sector and whether the pandemic has had a more negative impact on a specific gender</p>
Race	No identified significant impact.	<p>The engagement exercise will focus on whether the pandemic has had a more negative impact on black and minority ethnic individuals. Previously Gloucestershire had a large number of BAME workers providing care in the sector. We hope to identify whether the CV19 virus has influenced the make-up of the care industry staffing profile. Anecdotal information indicates that the pandemic had a greater impact on individuals from minority communities. During the engagement exercise we will collect, analyse and collate information and data relating to all of the protected characteristics but and will take particular note on how this impacts on race</p>
Gender	No identified significant impact	No identified significant impact,

reassignment		we will collect, analyse and collate data relating to all of the protected characteristics as part of the engagement programme
Marriage & civil partnership	No identified significant impact	No identified significant impact we will collect, analyse and collate data relating to all of the protected characteristics as part of the engagement programme
Pregnancy & maternity	No identified significant impact	No identified significant impact we will collect, analyse and collate data relating to all of the protected characteristics as part of the engagement programme
Religion and/or belief	No identified significant impact	The pandemic may have influenced the secular make up of the employee base of the care market; however there is very little base information to support the position prior to the pandemic so at best this work may provide us with that foundation. Anecdotal information indicates that the pandemic had a greater impact on minority groups which could also indicate that there may be a disproportionate impact of people's religion and belief. During the engagement exercise we will collect and analyse collate information and data relating to all of the protected characteristics but and will take note on how this impacts on religion and belief as well as race
Sexual orientation	No identified significant impact	No identified significant impact currently identified however we will collect, analyse and collate data relating to all of the protected characteristics as part of the engagement programme

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
At this stage, there are no proposed changes. The purpose of the engagement exercise with the independent Health & Social Care market will enable the Council to identify the appropriate actions to ensure there is an on-going sustainable Independent Health & Social Care Sector for Gloucestershire.	

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Undertake conversations with commissioners and representative provider bodies to inform the November Cabinet report undertaking the necessary information to ensure that the engagement exercise focuses on those areas that providers have identified as needing attention or review	September 2021	B. Yearwood
	Engagement with the wider market on the impact of Covid19 – Review and recommendation	November 2021 – January/February 2022	B. Yearwood

	Cabinet report on the outcome of the engagement exercise together with proposals about the future management and shape of the market in order to influence and aid sustainability of the Independent Health & Social Care Market in Gloucestershire	March 2022	B. Yearwood

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
To be defined as part of the engagement with the H&SC market

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Sarah Scott
Date	28.10.21

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Carole Allaway-Martin
Date	28.10.21

8. Publication

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Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>Older people form a significant part of our population The overall population number is predicted to rise in excess of 20% by 2028. Gloucestershire has a significant number of working age adults with long term conditions living in the county, it is difficult to quantify numbers as we host a large number of people with disabilities placed by other local authorities, it is unlikely that they will return to their home county as they age</p> <p>In 2020 older people, those over 65 formed 27% of Gloucestershire’s population. Older people form a significant part of our population The overall population number is predicted to rise by approximately 50,000 by 2028 however previous population trends have shown that the Gloucestershire population for 65 and over has grown at over eight times the rate of younger aged adults. The older population will increase more over the next ten years than any other age groups, those aged over 75 are predicted to be the most significant rise Based on previous trends over 4% of over 65s, and 15% of over 85s will go on to require a care home placement. The number of older people unable to manage at least one mobility activity on their own is projected to rise from 25,800 to 33,800 between 2020 and 2030. At the same time, the number unable to manage at least one self-care activity will increase from 40,000 to 51,800 in the same period. In 2018/19, a total of 6,129 people of all ages in Gloucestershire were diagnosed with dementia, more than twice the number diagnosed in 2009/10. Modelled data estimates that as of 2020, a total of 9,900 people aged 65+ in Gloucestershire have dementia. This is projected to rise to 13,400 in 2030. Loneliness compounds the need for social care because of the link between persistent loneliness and increased health risk. • A recent national survey suggests that 4% of people aged 65-74 and 5% of the over-75s felt lonely always or often*. The proportions can be translated into around 6,000 people aged 65+ in Gloucestershire who feel lonely always or often.</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>In 2020 an estimated 3,400 people aged 18 to 64 years in Gloucestershire have a severe personal care need as a result</p>

	<p>of a physical disability and an estimated 15,600 people have a moderate care need as a result of a physical disability. The number of people in Gloucestershire aged 18 to 64 years with severe or moderate personal care needs is expected to increase slightly between 2020 and 2025 and then to fall slightly between 2025 and 2030. Most of the increase between 2020 and 2025 is expected to be in the 55-64 age groups. Older people form a significant part of our population</p> <p>The overall population number is predicted to rise in excess of 20% by 2028. Gloucestershire has a significant number of working age adults with long term conditions living in the county, it is difficult to quantify numbers as we host a large number of people with disabilities placed by other local authorities, it is unlikely that they will return to their home county as they age</p> <p>Modelled data estimates that currently nearly 12,000 adults in Gloucestershire have a learning disability in Gloucestershire, with those aged between 18 and 64 accounting for three-quarters of the total. However, the rate of increase in the next 10 years is predicted to be most steep in the older age groups as life expectancy improves.</p> <p>Many people with learning disabilities have complex need, as they are likely to also develop other long-term health conditions, such as speech impairment, vision impairment, and hearing loss.</p> <p>In 2020 an estimated 3,400 people aged 18 to 64 years in Gloucestershire have a severe personal care need as a result of a physical disability and an estimated 15,600 people have a moderate care need as a result of a physical disability. • The number of people in Gloucestershire aged 18 to 64 years with severe or moderate personal care needs is expected to increase slightly between 2020 and 2025 Most of the increase between 2020 and 2025 is expected to be in the 55-64 age group.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Older residents are more likely to access Health & Social Care services. Therefore although there are slightly more males than females in the 0-19 year old age band, as age increases, females outnumber males by an increasing margin. In Gloucestershire in 2019, 52.8% of people aged 65-84 were female, whilst for people aged 85+ females accounted for 63.9% of the total population; this difference is observed at district, regional and national level. As a result of this, 71% of single pensioner households are shown to be headed by a woman</p>

Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	The level of unmet social care need is higher among older people on low incomes than those on higher incomes*. • People aged 80+, single women, tenants (in both private and social sectors) and pensioners from Black and Minority Ethnic backgrounds are at greater risk of falling into poverty**
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	The level of unmet social care need is higher among older people on low incomes than those on higher incomes*. • People aged 80+, single women, tenants (in both private and social sectors) and pensioners from Black and Minority Ethnic backgrounds are at greater risk of falling into poverty**
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making this the most common religion. This was followed by no religion which accounts for 26.7% of the total population. Gloucestershire has a higher proportion of people who are Christian, have no religion or have not stated a religion than the national figures. In contrast it has a lower proportion of people who follow a religion other than Christianity
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	There is no definitive data on sexual orientation at a local or national level.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
--------------------------	-------------------------------------

Age	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	

Equality Impact Assessment (EIA) Day Centre

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Children's
Service area	Commissioning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Commissioning Day Service provision for care assisted Young People
Brief outline of the proposal(s)	<p>There is a plethora of national research consistently demonstrating that care experienced Young People experience some of the poorest outcomes in adult life. They are at higher risk of being exploited, having poor mental health, being drug or alcohol dependent, often with experience of homelessness and are unable to manage daily living.</p> <p>Based on evidence to improve Young People's outcomes, Commissioners believe there are real benefits in having a structured Day Service provision at Trevone House, providing support services for care assisted Young People, to enhance their quality of life, supporting them into employment and training opportunities as they transition into adulthood and learn to live as a productive member of the community.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text" value="Delivery Partners"/></p>
Decision to be taken and decision maker	Cabinet – November 2021
Person(s) responsible for completing this assessment	James Nwaogwugwu, Head of Service - Youth Young People and Quality Assurance Commissioning
Date of this assessment	September 2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	See: GCC Service User Diversity Report 2019/20 Service users, and other young people, will be engaged on any proposed service changes.
Workforce	The successful Provider awarded the Day Centre contract will be expected to provide evidence of their organisation's commitment to equality within the workforce. This can be demonstrated through evidence of appropriate staff professional development and training, for example nationally recognised workforce accreditation such as the National Equality Standard assessment
Partners	Public Health Clinical Commissioning Group and NHS Health Trusts National Partners: NHSE Voluntary Sector Partners Education Job Centre
Other	

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	The Day Service will support care assisted young people aged 16 plus to obtain employment, training, accreditation or other relevant skills ready to transition to adult life. The recruited workforce will	The agreed Provider will be expected to engage in or demonstrate evidence of relevant training which ensures that they do not employ people who are similar to themselves, not

	<p>therefore be highly skilled at working with this key group to enhance their choices as they progress.</p>	<p>just in age, but in all other protected characteristics. This training will help the workforce to identify unconscious or explicit bias, thereby ensuring they recruit candidates accordingly based on their qualifications and skills for a particular job.</p>
Disability	<p>The Service will continue to work inclusively with young people with additional needs, building a holistic team around the young people to meet their individual needs. This will include support services such as the Children in Care Health Team, Speech and Language Therapy, and nationally-recognised SEND bubble for youth justice.</p> <p>The Youth Support Team will work closely with the appointed Provider; by offering a wide range of support services for care assisted young people with disabilities, and offer Duke of Edinburgh Award activities for all service users.</p>	<p>The County Council will mandate that the agreed Provider must review and provide any equipment required to provide a work space suitable for the needs of all current and potential employees, and where required will provide extra auxiliary aids or services such as a portable induction Loop.</p> <p>Other physical features of the Day Service were considered and inbuilt as part of the design of Trevone, for example appropriate steps, doors or passageways which allow wheelchair access.</p> <p>There is also dedicated disabled parking.</p>
Sex	<p>The Youth Support Team is relaunching an intensive work programme for girls and young women on the cusp of offending/reoffending and will extend this to all young people attending the Day Service.</p> <p>Additionally the Day Service will provide targeted support for young people around sexual identity and other related services.</p>	<p>The Day Service provider will be expected to adhere to GCC anti-discriminatory policies and make no occupational requirement for their roles to be filled with men or women and continually check that access to opportunities for promotion, transfer and training is not restricted on grounds of sex.</p>

	<p>Service provision within the day service will be needs lead, where targeted/ specialist work needs to be undertaken this will be within the core offer of the contract.</p>	
Race	<p>We know that children and young people with BaME backgrounds represent 22% of families known to Children's Social care which is disproportionately high compared to 6% of the general population. Therefore the appointed provider will be assessed as to how they will support our young people within the day service to reflect their diverse needs.</p> <p>Day Service to actively promote racial equality within the programme as part of the links with the YST's ongoing work programme which actively reaches out to young people from underrepresented communities and is reflected in the higher proportion of young people from diverse backgrounds accessing Youth Support compared with the Gloucestershire population.</p>	<p>The winning Provider must demonstrate their commitment to anti-racism to the satisfaction of the Council.</p> <p>GCC Commissioning will require evidence that the Provider's anti-racism policy is not a mere tick-box exercise, but a systematic structured programme to educate and drive positive change.</p> <p>GCC Commissioning will also require evidence of the Provider's efforts to actively reduce bias through training along with embedding processes, policies and expectations that help create a culture rooted in diversity and inclusion and have clear robust disciplinary policies for any violations.</p>
Gender reassignment	<p>This information is not currently collected.</p> <p>However, the Council will set an expectation that the Day Service Provider must be committed to creating a conducive environment that helps recognise all forms of gender identity and expression, and handle the changing needs of transgender young people with sensitivity.</p>	<p>This information is not currently collected.</p> <p>However, the Council will set an expectation that the Day Service Provider must be committed to creating a conducive environment that helps recognise all forms of gender identity and expression and managers lead by example on diversity and equality issues, and handle the changing needs of</p>

		transgender employees with sensitivity.
Marriage & civil partnership	This information is not currently collected.	This information is not currently collected.
Pregnancy & maternity	The Service will work alongside the Youth Support Team, Children centres, local voluntary and statutory services concerned with supporting teenage mothers and fathers and pregnant young women from the same age range, including those in care.	Once a colleague identifies themselves as being pregnant, the organisation will be expected to follow its equality policies and practice and immediately ensure managers are engaged in an interactive process to ensure that parent and unborn child are kept safe with all reasonable adjustments to working role implemented.
Religion and/or belief	This information is not currently collected	This information is not currently collected
Sexual orientation	This information is not currently collected. However the Council will lead with the expectation that the Day Service provider will be committed to support and promote LGBTQ+ work as part of the core equality principles that all Children's services Providers operate within	The Service Provider will be expected to promote a conducive environment by providing training and establishing an inclusive culture where all are conscious of the effects that generalised assumptions and prejudices can have on selection decisions. All policies will be assessed to ensure they are robust and promote the rights of lesbian, gay, bisexual and, transgender colleagues so that they are assured on their equal rights to paternity leave, adoption leave, parental leave, shared parental leave, the right to request flexible working rights and the right to time off work to care for dependants.

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Independent consultation with young people in 2019, with a focus on the experience of minority ethnic young people and of girls/young women.	Findings have been built in to revisions of Gloucestershire youth strategy and subsequent proposals for Day Service provision

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	The agreed Provider will be expected to amply demonstrate a consistently high level of experience in the provision of services for care assisted young people and must be able to immediately implement all expected equalities action points as directed by the Council.	2021	Wendy Williams

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
Progress to be reported to Children's Directorate SLT at regular intervals through Wendy Williams, Assistant Director.

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that

information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Wendy Williams
Date	04/10/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this ‘activity’ and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies
Date	28.10.21

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

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Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Childrens Services
Service area	Children and Families Integrated Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Implementing a Modified Dynamic Purchasing System (MDPS) for Professional Services in Childrens Social Care
Brief outline of the proposal(s)	Development of a Modified Dynamic Purchasing System (MDPS) for Professional Services in Childrens Social Care to include; Independent specialist assessments, therapeutic and mentoring support and family support services.
Who is affected by the proposals?	<ul style="list-style-type: none"> - Children, young people and their families - The wider children's services workforce - Providers/experts GCC currently commissions independent assessments, therapies and support from - The Courts, who request assessments as part of proceedings
Decision to be taken and decision maker	<p>Cabinet to agree to the development of a MDPS</p> <p>Cllr Stephen Davies, Cabinet Member for Children's Safeguarding and Early Years</p>
Person(s) responsible for completing this assessment	Daniel Gillingham, Outcome Manager (Children and Families Commissioning Hub)
Date of this assessment	21/09/2021 (updated 19/10/2021)

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	There has been no engagement with children, young people and families because it was not deemed appropriate to engage with children, young people and families
Workforce	A Project Group with officers from Children's Social Care, Children's Commissioning, Procurement, Legal, and Corporate Finance, has been established. The group is responsible for helping to steer and advise the

	project team, for example and specifically providing service level input on expectations of expert assessments to inform the contents of the service specification, such as the quality of expert assessments, timescales for assessments, and reports for court.
Partners	There has been no engagement or consultation with partners
Other	Through the Access to Resources Panel, information has been gathered as to what assessments have been requested to allow us to understand the needs and lots for the DPS.

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	<p>Through the use of a MDPS, children should be less likely to be exposed to continued risk, or experience the distress and anxiety associated with drift and delay during pre-proceedings and care proceedings as a result of poor quality assessments, or the lack of availability of professionals to undertake assessments. The proposed MDPS should help ensure that appropriate support can be put in place more quickly, leading to better outcomes for children – including improving the likelihood of them achieving permanence and reducing the likelihood of long-term developmental problems.</p> <p>Professionals will be required (which will outlined in the service specification) to communicate with children in an appropriate manner to ensure they understand the processes and content of assessments. Where necessary, there will be a requirement for the provider to have specialist knowledge and skills to ensure assessments and support is inclusive and meets the individual needs.</p> <p>There will be a strong focus on the safeguarding of children through the assessment process as a result of robust monitoring arrangements.</p> <p>Children may not have the capacity to fully understand the assessment, report findings and implications of the assessments; however this should be mitigated by the requirement (as</p>	No identified significant impact

	<p>outlined in the service specification) for professionals to communicate with children in an appropriate manner.</p> <p>Children and young people, and their families, will have access to targeted activities, support and services that will help them to progress</p>	
Disability	<p>Children with disabilities could be positively impacted as the MDPS should ensure they will be less likely to experience drift or delay as a result of poor quality assessments, or the lack of availability of professionals to undertake assessments. This should help ensure that appropriate support can be put in place more quickly.</p> <p>Ensuring assessments are completed within a timescale could reduce anxiety and uncertainty (which those with disabilities may be more acutely impacted by) associated with pre-proceedings and proceedings.</p> <p>Professionals will be required (which will outlined in the service specification) to communicate to those with disabilities in an appropriate manner to ensure they understand the processes and content of assessments and where necessary, there will be a requirement for the provider to have specialist knowledge and skills to ensure assessments and support is inclusive and meets the individual needs.</p> <p>There will be a strong focus on the safeguarding of children and adults with disabilities through the assessment process as a result of robust monitoring arrangements.</p> <p>Children and adults with disabilities may not have the capacity to fully understand the assessment, report findings and implications of the assessments, however this should be mitigated by the requirement (which will outlined in the service specification) for professionals to communicate with in an appropriate manner.</p> <p>Timescales to complete assessments may put parents and children with disabilities (including mental health issues) at a disadvantage, as research has shown that they may need longer to come to terms with proceedings.</p> <p>The focus on delivering targeted and individualised services and support is likely to</p>	No identified significant impact

	include provision for families who have a child with special educational needs and/ or disabilities	
Sex	There will be a strong focus on the safeguarding of vulnerable adults (e.g. victims of domestic violence, sexual or emotional abuse, who are more likely to be women) through the assessment process as a result of robust monitoring arrangements.	No identified significant impact
Race	Professionals will be required (which will be outlined in the service specification) to communicate with families in an appropriate manner to ensure they understand the processes and content of assessments. This includes working with an interpreter where required. Where necessary, there will be a requirement for the provider to have specialist knowledge and skills to ensure assessments and support is inclusive and meets the individual needs.	No identified significant impact
Gender reassignment	None identified	No identified significant impact
Marriage & civil partnership	None identified	No identified significant impact
Pregnancy & maternity	Assessments for unborn babies are especially time critical in order to give expectant mothers' (and their families) as much time as possible to receive the appropriate support. The proposals will reduce delays to assessments, which will improve outcomes for expectant and new mothers by giving them the best chance to care for their baby. There will be a strong focus on the safeguarding of pregnant women, who are likely to be especially vulnerable, through the assessment process as a result of robust monitoring arrangements.	No identified significant impact
Religion and/or belief	None identified	No identified significant impact
Sexual orientation	None identified	No identified significant impact

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
N/A	N/A
N/A	N/A
N/A	N/A

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Potential positive impacts			
Children should be less likely to be exposed to continued risk, or experience the distress and anxiety associated with drift and delay during pre proceedings and care proceedings.	Monitor whether providers are adhering to the required timescales.	Ongoing	Contract Manager, Children and Families Commissioning Hub
Anxiety and uncertainty associated with pre-proceedings and proceedings should be reduced	Monitor whether providers are adhering to the required timescales.	Ongoing	Contract Manager, Children and Families Commissioning Hub
Delays to assessments should be reduced, which will improve outcomes for expectant and new mothers by giving them the best chance to care for their baby.	Monitor whether providers are adhering to the required timescales.	Ongoing	Contract Manager, Children and Families Commissioning Hub
The safeguarding of children and vulnerable adults will	Monitoring arrangements will focus on the providers' safeguarding policies are	Ongoing	Contract Manager, Children and

be more robustly monitored.	procedures		Families Commissioning Hub
Potential negative impacts			
Children, and children and adults with disabilities, and/or those who do not have English as their first language, may not have the capacity to fully understand the assessment process, findings and implications.	<p>Providers are required to ensure they communicate with children and families appropriately, and in a way that ensures understanding of the processes and content of tests and how they document their findings.</p> <p>Providers are required to refer families to (ideally local) support, where necessary.</p> <p>Social workers will be aware of the individual family's circumstances, and may need to provide additional support, including the use of translation services where necessary.</p>	Ongoing	Contract Manager, Children and Families Commissioning Hub
Timescales to complete assessments may put parents and children (and their carers) with disabilities (including mental health issues) at a disadvantage.	This will need to be taken into consideration and negotiated with the Courts where possible	Ongoing	Contract Manager, Children and Families Commissioning Hub
Providers not meeting the quality standards required and having the necessary credentials to undertake the work.	Monitoring arrangements will focus on the providers' suitability to undertake work and through monitoring, quality standards will be a focussed activity.	Ongoing	Contract Manager, Children and Families Commissioning Hub

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

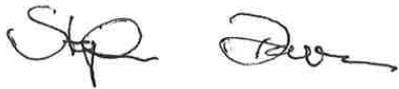
Performance Monitoring / Contract Management activities will take place with providers on a 6 monthly basis (minimum). This will ensure that providers are safeguarding children and families appropriately, communicating with families in a manner that is appropriate, and conducting their assessments within specified timescales.

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that ‘you’ have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Wendy Williams, Assistant Director for Integrated Children and Families Commissioning
Date	31/10/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this ‘activity’ and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies
Date	28.10.21

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information																																
<p>Age percentage/profile of service user ages</p>	<p><i>NB: For the purpose of this EIA, we are only focussing on those that are currently open to children's social care, and through intervention, could be in need of a specialist assessments under the DPS proposal and will be in receipt of the support packages and therapy. These statistics only include the children and young people that are open to children's social and not the parents of whom, the majority of our assessment element are for.</i></p> <table border="1"> <thead> <tr> <th data-bbox="450 655 981 699">Age</th> <th data-bbox="981 655 2047 699">Age of Child Years</th> </tr> </thead> <tbody> <tr> <td data-bbox="450 699 981 742">Age 0-4</td> <td data-bbox="981 699 2047 742">25.95%</td> </tr> <tr> <td data-bbox="450 742 981 785">Age 5-9</td> <td data-bbox="981 742 2047 785">24.32%</td> </tr> <tr> <td data-bbox="450 785 981 828">Age 10-14</td> <td data-bbox="981 785 2047 828">30.41%</td> </tr> <tr> <td data-bbox="450 828 981 871">Age 15-19</td> <td data-bbox="981 828 2047 871">19.32%</td> </tr> <tr> <td data-bbox="450 871 981 914">Grand Total</td> <td data-bbox="981 871 2047 914">100% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i></td> </tr> <tr> <th data-bbox="450 954 1238 997">Breakdown of Age by Case Status</th> <th data-bbox="1238 954 2047 997">Age of Child Years</th> </tr> <tr> <td data-bbox="450 997 1238 1040">Looked After Child</td> <td data-bbox="1238 997 2047 1040">23.21%</td> </tr> <tr> <td data-bbox="450 1040 1238 1083">Age 0-4</td> <td data-bbox="1238 1040 2047 1083">18.12%</td> </tr> <tr> <td data-bbox="450 1083 1238 1126">Age 5-9</td> <td data-bbox="1238 1083 2047 1126">16.78%</td> </tr> <tr> <td data-bbox="450 1126 1238 1169">Age 10-14</td> <td data-bbox="1238 1126 2047 1169">32.11%</td> </tr> <tr> <td data-bbox="450 1169 1238 1212">Age 15-19</td> <td data-bbox="1238 1169 2047 1212">32.96%</td> </tr> <tr> <td data-bbox="450 1212 1238 1256">Child Protection Plan</td> <td data-bbox="1238 1212 2047 1256">20.41%</td> </tr> <tr> <td data-bbox="450 1256 1238 1299">Age 0-4</td> <td data-bbox="1238 1256 2047 1299">29.87%</td> </tr> <tr> <td data-bbox="450 1299 1238 1342">Age 5-9</td> <td data-bbox="1238 1299 2047 1342">30.15%</td> </tr> <tr> <td data-bbox="450 1342 1238 1385">Age 10-14</td> <td data-bbox="1238 1342 2047 1385">28.35%</td> </tr> </tbody> </table>	Age	Age of Child Years	Age 0-4	25.95%	Age 5-9	24.32%	Age 10-14	30.41%	Age 15-19	19.32%	Grand Total	100% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>	Breakdown of Age by Case Status	Age of Child Years	Looked After Child	23.21%	Age 0-4	18.12%	Age 5-9	16.78%	Age 10-14	32.11%	Age 15-19	32.96%	Child Protection Plan	20.41%	Age 0-4	29.87%	Age 5-9	30.15%	Age 10-14	28.35%
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Sex <i>percentage/profile of service users who are male and who are female</i>	<p><i>NB: For the purpose of this EIA, we are only focussing on those that are currently open to children's social care, and through intervention, could be in need of a specialist assessments under the DPS proposal and will be in receipt of the support packages and therapy. These statistics only include the children and young people that are open to children's social and not the parents of whom, the majority of our assessment element are for.</i></p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Count of Gender</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>51.56%</td> </tr> <tr> <td>Female</td> <td>45.97%</td> </tr> <tr> <td>Not stated/recorded (or unborn) or Neither</td> <td>2.53%</td> </tr> <tr> <td>Grand Total</td> <td>106%</td> </tr> <tr> <td colspan="2"><i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i></td> </tr> <tr> <th>Breakdown of Gender by case status</th> <th>Count of Gender</th> </tr> <tr> <td>Male</td> <td>51.56%</td> </tr> <tr> <td>a) Looked After Child</td> <td>25.39%</td> </tr> <tr> <td>b) Child Protection Plan</td> <td>20.96%</td> </tr> <tr> <td>c) Child in Need Plan</td> <td>27.81%</td> </tr> <tr> <td>d) Open Assessment</td> <td>26.49%</td> </tr> <tr> <td>Female</td> <td>45.97%</td> </tr> <tr> <td>a) Looked After Child</td> <td>21.99%</td> </tr> <tr> <td>b) Child Protection Plan</td> <td>19.96%</td> </tr> </tbody> </table>	Gender	Count of Gender	Male	51.56%	Female	45.97%	Not stated/recorded (or unborn) or Neither	2.53%	Grand Total	106%	<i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>		Breakdown of Gender by case status	Count of Gender	Male	51.56%	a) Looked After Child	25.39%	b) Child Protection Plan	20.96%	c) Child in Need Plan	27.81%	d) Open Assessment	26.49%	Female	45.97%	a) Looked After Child	21.99%	b) Child Protection Plan	19.96%
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<p>Race percentage/profile of service users who are from black and minority ethnic backgrounds</p>	<p><i>NB: For the purpose of this EIA, we are only focussing on those that are currently open to children’s social care, and through intervention, could be in need of a specialist assessments under the DPS proposal and will be in receipt of the support packages and therapy. These statistics only include the children and young people that are open to children’s social and not the parents of whom, the majority of our assessment element are for.</i></p> <table border="0"> <thead> <tr> <th style="text-align: left;">Ethnicity</th> <th style="text-align: right;">Count of Ethnicity</th> </tr> </thead> <tbody> <tr> <td>a) White British (WBRI)</td> <td style="text-align: right;">68.65%</td> </tr> <tr> <td>b) White Irish (WIRI)</td> <td style="text-align: right;">0.31%</td> </tr> <tr> <td>c) Traveller of Irish heritage (WIRT)</td> <td style="text-align: right;">0.16%</td> </tr> <tr> <td>d) Any other white background (WOTH)</td> <td style="text-align: right;">3.24%</td> </tr> <tr> <td>e) Gypsy / Roma (WROM)</td> <td style="text-align: right;">0.45%</td> </tr> <tr> <td>f) White and Black Caribbean (MWBC)</td> <td style="text-align: right;">3.92%</td> </tr> <tr> <td>g) White and Black African (MWBA)</td> <td style="text-align: right;">1.24%</td> </tr> <tr> <td>h) White and Asian (MWAS)</td> <td style="text-align: right;">1.01%</td> </tr> <tr> <td>i) Any other mixed background (MOTH)</td> <td style="text-align: right;">2.59%</td> </tr> <tr> <td>j) Indian (AIND)</td> <td style="text-align: right;">0.28%</td> </tr> <tr> <td>k) Pakistani (APKN)</td> <td style="text-align: right;">0.08%</td> </tr> <tr> <td>l) Bangladeshi (ABAN)</td> <td style="text-align: right;">0.28%</td> </tr> </tbody> </table>	Ethnicity	Count of Ethnicity	a) White British (WBRI)	68.65%	b) White Irish (WIRI)	0.31%	c) Traveller of Irish heritage (WIRT)	0.16%	d) Any other white background (WOTH)	3.24%	e) Gypsy / Roma (WROM)	0.45%	f) White and Black Caribbean (MWBC)	3.92%	g) White and Black African (MWBA)	1.24%	h) White and Asian (MWAS)	1.01%	i) Any other mixed background (MOTH)	2.59%	j) Indian (AIND)	0.28%	k) Pakistani (APKN)	0.08%	l) Bangladeshi (ABAN)	0.28%
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m) Any other Asian background (AOTH)						0.42%
n) Black Caribbean (BCRB)						0.42%
o) Black - African (BAFR)						0.87%
p) Any other Black background (BOTH)						0.73%
q) Chinese (CHNE)						0.11%
r) Any other ethnic group (OOTH)						0.90%
s) Information not yet obtained (NOBT)						14.34%
Grand Total						100%
						<i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>
Breakdown of Ethnicity by Case Status	a) Looked After Child	b) Child Protection Plan	c) Child in Need Plan	d) Open Assessment		Grand Total
a) White British (WBRI)	24.09%	20.64%	29.68%	25.58%		73.51%
b) White Irish (WIRI)	25%	25%	33.33%	16.66%		0.34%
c) Traveller of Irish heritage (WIRT)	0%	50%	25%	25%		0.11%
d) Any other white background (WOTH)	21.47%	20.85%	23.92%	33.74%		4.58%
e) Gypsy / Roma (WROM)	50%	33.33%	8.33%	8.33%		0.34%
f) White and Black Caribbean (MWBC)	31.15%	24.63%	27.53%	16.66%		3.86%
g) White and Black African (MWBA)	24.39%	26.82%	31.70%	17.07%		1.15%
h) White and Asian (MWAS)	10.63%	38.29%	12.76%	38.29%		1.32%
i) Any other mixed background (MOTH)	32.40%	28.70%	24.07%	14.81%		3.45%
j) Indian (AIND)	22.22%	0%	3.33%	44.44%		0.25%
k) Pakistani (APKN)	0%	0%	0%	0%		
l) Bangladeshi (ABAN)	0%	0%	62.5%	37.5%		0.23%
m) Any other Asian background (AOTH)	25%	29.16%	41.66%	4.166%		0.65%
n) Black Caribbean (BCRB)	33.33%	0%	33.33%	33.33%		0.51%

	<p>o) Black - African (BAFR) 24.24% 24.24% 48.48% 3.03% 0.92%</p> <p>p) Any other Black background (BOTH) 12% 32% 28.00% 28.00% 0.71%</p> <p>q) Chinese (CHNE) 75.00% 0% 25.00% 0% 0.11%</p> <p>r) Any other ethnic group (OOTH) 50.00% 20.45% 11.36% 18.18% 1.23%</p> <p>s) Information not yet obtained (NOBT) 2.51% 6.27% 10.04% 81.17% 6.73%</p> <p>Grand Total 100%</p> <p style="text-align: right;"><small>(figures rounded up to the nearest decimal place so will explain non-absolute value)</small></p>
<p>Gender reassignment percentage/profile of service users who have indicated they are transgender</p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>
<p>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>
<p>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>

Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	Not affected
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	

Religion and/or belief	
Sexual orientation	

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