

## Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

### 1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Adult Education
Title of the proposed change being assessed i.e. the policy, service or other development	Community and Adult Skills Programme 2024 – 2025.

Describe the purpose of the proposed change and the intended outcomes
<p>To seek cabinet approval to:</p> <ol style="list-style-type: none"> <li>1. Run a competitive procurement process using a bespoke 2-year framework for the provision of adult learning services and then to award call off contract(s) of varying lengths up to a maximum of 12 months, depending on the type of courses or piece of work, for the 2024 - 2025 academic year.</li> <li>2. Enter into the funding agreement with the Education and Skills Funding Agency (ESFA) for the purpose of funding the delivery of Community Learning and the Adult Skills Programme during the 2024 -2025 academic year.</li> </ol> <p>If approved intended outcome is to:</p> <ol style="list-style-type: none"> <li>1. Enter into a funding agreement with the Education and Skills Funding Agency (ESFA) under which the council has received ESFA funding for the purpose of delivering Community Learning and Adult Skills Programmes during the 2024 – 2025 academic year (1<sup>st</sup> August 2024 to 31<sup>st</sup> July 2025).</li> </ol>

2. Conduct a mini-competition process, under each of the following Lots of the council's bespoke Community and Adult Skills Framework Agreement, in respect of 5 call-off contracts for the supply of adult learning:

- First Steps
- Employability
- Adults with Learning Disabilities and/or Difficulties (ALDD)
- Steps into Work (Supported Internships)
- Local Flex (Responding to identified/emerging local need)

Each such call-off contract shall continue for a period of 12 months or less, according to the type of courses or pieces of work required in the 2024 – 2025 academic year.

Award each such Call-Off Contract to the preferred tenderer.

Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	No
Other (please specify):	

Decision to be taken and decision maker	<p><b>Aims:</b> To provide a curriculum strategy and process for purchasing learning to reflect changing priorities, whether identified by the Education and Skills Funding Agency, or locally. To ensure that learning programmes engage those with greatest educational and economic needs.</p> <p><b>Expected outcomes:</b> The provision targets the most disadvantaged communities. The commissioning process ensures that we use local community providers and partner organisations that can reach adults with the highest level of multiple disadvantages.</p>
Person(s) responsible for completing this assessment	Natasha Panchbhaya, Adult Education Delivery and Subcontract Manager, Adult Education

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Date of this assessment	09/04/2024

## 2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	<ul style="list-style-type: none"> <li>• Learner views are routinely gathered via various methods such as surveys, focus groups, evaluation of learning and complaints/compliments.</li> <li>• Feedback from community groups or partner client groups.</li> <li>• We visit learners within the community who interact with third parties for support and guidance.</li> </ul>	<ul style="list-style-type: none"> <li>• Our own MIS data.</li> <li>• <a href="#">Employment and skills hub   Gloucestershire County Council</a></li> <li>• <a href="#">Census 2021 results - Census 2021</a></li> <li>• <a href="#">Inform Gloucestershire</a></li> <li>• <a href="#">Census 2021 results - Census 2021</a></li> </ul>
Workforce	<ul style="list-style-type: none"> <li>• Staff surveys both service level and GCC wide.</li> <li>• Briefings held with GCC wide services to provide valuable insights and feedback.</li> <li>• Termly meetings with our Governance Advisory Board.</li> <li>• All staff briefings held monthly with whole service.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Monthly team meetings.</li> <li>• Monthly team 121 meetings and annual PDR meetings.</li> <li>• Audits and Inspections such as Ofsted, ESFA and Matrix.</li> <li>• Conferences such as away days to collaboratively work with other departments.</li> </ul>	
Partners	<ul style="list-style-type: none"> <li>• Engagement meetings with partners both new and established.</li> <li>• Monthly reviews with current stakeholders.</li> <li>• Networking events with new and established partners/stakeholders.</li> <li>• Gathering learner views from evaluation of provision and feedback forms.</li> </ul>	
Other		

### 3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantages and discrimination (sometimes known as intersectional or combined discrimination).

### 3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2

Protected Characteristics (Equality Act 2010)	<b>Service Users</b>	<b>Gloucestershire County Council (GCC) Staff</b>
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<p style="text-align: center;">Age</p>	<p>In 2022, the resident population of Gloucestershire was estimated at 652,409 people, of which:</p> <ul style="list-style-type: none"> <li>• 21.8% were aged 0-19.</li> <li>• 56.2% were aged 20-64.</li> <li>• 21.9% were aged 65 and over.</li> </ul> <p>Gloucestershire has a lower proportion of 0–19-year-olds and 20–64-year-olds and a higher proportion of people aged 65+ when compared to England. There is some variation at district level:</p> <ul style="list-style-type: none"> <li>• at 23.8%, Gloucester has the highest proportion of children and young people (aged 0-19) and exceeds the county and national figures.</li> <li>• Gloucester and Cheltenham have the highest proportions of people aged 20-64 (59.3% and 58.5% respectively), both exceeding the county and national figures.</li> <li>• Cotswold, Forest of Dean, Stroud and Tewkesbury all have a higher proportion of people aged 65+ when compared to the county and national figures. At 26.5% Cotswold has the largest proportion of people aged 65 and over.</li> </ul> <p>Gloucestershire’s population has increased by approximately 51,108 people or 8.5% since 2012. The percentage increase is higher than the increase experienced in both the Southwest (8.0%), and England (6.7%).</p> <p>Gloucestershire’s working age population increased by 19,150 people or 5.5%; this was higher than the national increase of 5.0%. The greatest growth was in the 65+ age group which increased by 22.3% or 26,091 people; this growth was higher than the national percentage increase of 17.5%.</p> <p>New population projections at local authority level are due to be released in the first quarter 2025. Current projections suggest that, between 2018 and 2043, Gloucestershire’s population will increase by 104,924 people or 16.6% to around 738,482. This compares to a projected national increase of 10.3%.</p>	<p>Not affected</p>
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Gloucestershire's 65+ population is projected to experience the greatest growth, increasing by almost 70,900 people or 52.5% between 2018 and 2043. Gloucestershire's 0–19-year-old population is also projected to increase, but at a slower rate of 7.6% or 10,800 people by 2043. The working age population (20–64-year-olds) is projected to experience an increase of 6.5% or around 23,200 people.

We work with various partners across Gloucestershire. Those partners work with learners who about to reach the age threshold whereby they must now look at living more independently and we develop courses that enable them to gain the skills and knowledge to move into independent living facilities. We teach learners how to stay safe around the home, basic cookery skills, budgeting and online safety. This enables these learners to become somewhat less reliant on services such as the NHS etc. Some of are partners work with learners at the other end of the scale, who are older and who have recently been made redundant or they are looking to get back into employment, but they need a refresher on skills or to learn new skills such as computer basics etc. We develop courses that allow them to gain these skills at a pace that meets their needs. We also work with older learners who are retired and aren't looking for employment or qualifications, but the skills to access online resources such as 'your circle' which enables them to become less dependent on facilities and resources within Gloucestershire such as GP's etc.



<p>Disability</p>	<p>According to the 2021 Census 16.8% of Gloucestershire residents reported a disability under the Equality Act. 6.4% reported that their activities were limited ‘a lot’ and 10.4% reported their activities were limited ‘a little’. The equivalent national figures for England were 17.3%, 7.3% and 10.0%. At a household level, 30.3% of households had at least one person with a long-term limiting health problem or disability; this was slightly lower than the figure for England of 32.0%.</p> <p>The Forest of Dean and Gloucester had the highest proportion of residents reporting a disability under the Equality Act at 19.2% and 17.4% of the population respectively; both districts exceeded the county and national figures. Cotswold had the lowest proportion of residents reporting a disability at 15.4%. At ward level, Podsmead in Gloucester had the highest proportion (22.5%), followed by Cinderford West in the Forest of Dean (22.2%); The Rissingtons in Cotswold had the lowest proportion (11.5%) followed by Battledown in Cheltenham (11.6%).</p> <p>Estimated projections suggest that in 2024 there will be approximately 12,373 people aged 18+ living with a learning disability in Gloucestershire equating to 2.3% of the adult population. Of this group, about 2,517 are estimated to have moderate or severe learning disabilities, equating to 0.5% of the adult population.</p> <p>The 2021 Census found that people in Gloucestershire reporting a disability under the Equality Act were more likely than people who were not disabled under the Equality Act to be providing unpaid care, to be living in a household without access to a car or van and to be living in social housing. Amongst people aged 25 or over, people with long-term limiting illnesses or disability were more likely than others to have never worked and to be in routine occupations and were less likely to be in managerial positions.</p>	
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	<p>We work closely with various partners in Gloucestershire in particular the Employment and Skills Hub who support residents within Gloucestershire who suffer from health issues and/or disabilities. We offer bespoke courses that are tailored to meet these learner needs and enable them to learn new skills at a more suitable pace and in a classroom setting which we can adapt more to meet their needs. We ensure that we work with venues that DDA compliant allowing to reach further into the communities, so these individuals don't have to travel so far or completely miss out altogether because of their disabilities.</p>	
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Sex	<p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 48.9% of the population and females accounting for 51.1%. This situation is also reflected at district, regional and national level. Gloucestershire in 2022, 52.6% of people aged 65-84 were female, whilst for people aged 85+ the difference was more marked with females accounting for 62.0% of the total population; this difference is observed at district, regional and national level.</p> <p>Analysis of the 2021 Census shows that in Gloucestershire: - Women were more likely than men to head lone parent households with dependent children. In Gloucestershire, 84.2% of such households were headed by a woman, a figure which was in line with the national figure.</p> <p>Amongst people aged 16-24, males were more likely than females to have no qualifications. Amongst people aged 25-34, females were more likely than males to have a level 4 qualification (a degree or higher).</p> <p>Community and Family learning courses naturally attract more female learners, and this is also on a national level, and we are working with more charities and community groups to support males within the communities. We have reviewed our offering and the skill set of staff, so we can support with courses that would be more appealing to males such as woodwork or D.I.Y courses that allow them to adapt their skill set for around the house and employment. We also incorporate mental health and wellbeing aspects into these courses to allow for men to feel that have a safe place to talk and learn coping strategies.</p>	
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<p>Race</p>	<p>The 2021 Census found that 10% of Gloucestershire residents (around 64,500 people) were born outside the UK compared with a national figure of 17.4%; of this group, 50.5% were born in another European country and 22.8% were born in the Middle East or Asia. With regards to ethnicity, the 2021 Census found that:</p> <ul style="list-style-type: none"> <li>• 87.7% of Gloucestershire residents were white people from an English, Welsh, Scottish, Northern Irish or British background</li> <li>• 2.9% were people from an Asian, Asian British or Asian Welsh background</li> <li>• 2.2% were people with a mixed or multiple ethnic background</li> <li>• 1.2% were black people from a British, Welsh, Caribbean or African background</li> <li>• 0.6% were white people from an Irish background</li> <li>• 0.1% were white Gypsy and Irish Traveller people, 0.1% were white Roma people</li> <li>• 4.5% were in the 'other white' group</li> <li>• 0.7% were in another ethnic group.</li> </ul> <p>The 2021 Census found that overall, 6.9% of the population in Gloucestershire were from an ethnic minority background (excluding white minorities). This was considerably lower than the national figure of 19.0%. When including white minorities, the proportion of people in Gloucestershire from an ethnic minority rose to 12.3%. This was less than half of the national average of 26.5%.</p> <p>Gloucester had the highest proportion of people from ethnic minority backgrounds (excluding white minorities), at 15.1% of its population. However, this is still considerably lower than the national figure.</p> <p>Cheltenham had a higher proportion than the county-wide figure of people from ethnic minority backgrounds (excluding white minorities), at 8.6%.</p> <p>Forest of Dean had the lowest proportion of people from ethnic minority backgrounds (excluding white minorities), at 2.5% of its total population.</p>	
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The proportion of people within the 'other white' ethnic group was higher in Cheltenham than Gloucestershire and England as a whole (7.0% compared with 4.5% for Gloucestershire and 6.3% for England). • 41.5% of white Roma people lived in Gloucester City, and 37.3% of white Gypsy and Irish Traveller people lived in Tewkesbury borough.

Barton and Tredworth ward in Gloucester were the most ethnically diverse ward with 47.4% of its population from ethnic minority backgrounds (excluding white minorities), and 14.5% from another white background other than the white English, Welsh, Scottish, Northern Irish or British ethnic group.

According to the 2021 Census, 27,000 people in Gloucestershire (4.3% of the population) did not speak English as their main language.

We have increased our ESOL offering across Gloucestershire by working with more charities that support refugees and asylum seekers. We offer different variations of ESOL such as learning English, maths, digital skills and also more bespoke courses such as employability. We have to ensure the courses that were offering are tailored to meet the needs and beliefs of these learners.

<p>Protected Characteristics</p>	<p>The Census 2021 has provided the first set of official data on gender identity in England and Wales. In the 2021 Census there was a new question around gender identity, asking ‘is your gender the same as the sex you were registered at birth?’. The question referred to a person’s sense of their own gender. It was directed only at people aged 16 and over, and answers were voluntary. Overall, 94.8% of residents in Gloucestershire aged 16 and over answered the question. Of these, almost 2,200 people (0.4%) regarded their gender identity to be different from the sex registered at birth. This is slightly lower than the national average of 0.5%.</p> <p>The 2021 Census found that within Gloucestershire the most common gender identity other than ‘gender identity different from sex registered at birth’ was ‘no specific identity given’. Around 780 people (0.1%) fall within this category. The next most common identity was ‘trans woman’ (423 people, 0.1%), followed by ‘trans man’ (380 people, 0.1%), non-binary (355 people, 0.1%), and ‘all other gender identities’ (229 people, 0.0%).</p> <p>In the 2021 Census there was a new question around sexual orientation, asking ‘which of the following best describes your sexual orientation?’, and providing a list of options. It was directed only at people aged 16 and over, and answers were voluntary. Overall, 93.2% of residents in Gloucestershire aged 16 and over answered the question. Most people who answered described their sexual orientation as ‘straight or heterosexual’, at 90.4% of the population. This is slightly higher than the national average of 89.4%. There were almost 15,000 people (2.8%) who described their sexual orientation as being in one of the LGB+ categories. This is lower than the national average of 3.2%. A total of almost 36,200 people chose not to answer this voluntary question, which is more than double the total number of LGB+ people who did choose to respond. Due to the sensitive nature of the question, it might be reasonable to assume that some LGB+ people felt reticent to provide an answer. The approximate figure of 15,000 LGB+ people should be regarded as the minimum number in the county, but this could potentially be considerably higher.</p>	<p>Not affected</p>
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There were 5,834 live births in Gloucestershire in 2022. This represented a 5% decrease on the previous year (304 reduction in live births), and a larger decrease than seen nationally (decrease of 3.2%).

Gloucestershire has a lower proportion of people who are single, in a same sex marriage, or are separated when compared to the national figure. In contrast the proportion of people who are married to a person of the opposite sex, are divorced, or are widowed exceeds the national figures.

According to the 2021 Census, 49.2% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by No religion which accounts for 41.4% of the total population. Cheltenham had the highest proportion of Buddhists and people who have no religion. Gloucester had the highest proportion of Muslims, at 4.7% of its population. Stroud had the highest proportion of people who follow an 'Other Religion' and of people who did not state their religion.

Whilst we don't offer courses specifically aimed gender identity, sexual orientation or religious beliefs we ensure that all of courses are inclusive to everybody and support individuals to move into a classroom and/or education setting without fear.

<p>Additional Groups (including care leavers / care experienced adults)</p>	<p>The additional groups now considered include:</p> <ul style="list-style-type: none"> <li> <b>• Armed Forces Community</b>            In 2021 there were 27,418 people who had previously served in the UK armed forces resident in Gloucestershire. This equates to 5.2% of the 16+ population. This is just over 1 in 20 people aged 16 years and over in Gloucestershire. The proportion of armed forces veterans was higher in Gloucestershire than it was across England (3.8%).            All districts in Gloucestershire had a higher proportion of armed forces veterans than the national average. Cheltenham had the lowest proportion of armed forces veterans at 4.5%, while Tewkesbury had the highest proportion at 6.2% of the 16+ population. Gloucestershire and its districts had a higher proportion of residents who had served in UK regular armed forces than England. The proportion of Gloucestershire residents who had served in the UK reserve armed forces or both the regular and reserve armed forces was in line with the national average.         </li> </ul> <p><u>It is difficult for us to reach out to armed forces communities as they often don't stay placed for too long meaning that they aren't eligible for our courses, or they don't remain long enough to complete our courses.</u></p> <ul style="list-style-type: none"> <li> <b>• Carers</b>            In 2021, there were 51,862 people aged 5+ providing unpaid care in Gloucestershire, this is equivalent to 8.5% of the population. In comparison, a slightly higher proportion of the population in England (8.8%) said they provided unpaid care. At district level, Forest of Dean had the highest proportion of unpaid carers (9.7%) and was the only district to exceed the county and national average. Conversely, Cheltenham had the lowest proportion of unpaid carers (7.4%). Forest of Dean also had the highest proportion of residents providing very high levels of care (50 hours a week), with 2.9% of residents providing this level of care, higher than the county (2.3%) and national average (2.6%).         </li> </ul>	
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• **Care leavers**

Information is not available about care leavers who have moved into the county but received care from elsewhere. In addition, data is only collected about those care leavers whose 19th, 20th or 21st birthday fell between 1st April and 31st March of the reporting year. For 2022 there were 314 people that fell into that category.

• **Digital Exclusion**

Very little information is collected about this group. The latest information at a local authority level was collected in 2020 and showed 32,000 people aged 16+ in Gloucestershire had not used the internet in the last 3 months or had never used it. This equates to 5.9% of the 16+ population which was lower than the regional average of 6.6% and the UK average of 7.8%. Very little information is collected about this group. The latest information at a local authority level was collected in 2020 and showed 32,000 people aged 16+ in Gloucestershire had not used the internet in the last 3 months or had never used it. This equates to 5.9% of the 16+ population which was lower than the regional average of 6.6% and the UK average of 7.8%.

We have a very large digital skills offering across the service that allows us to meet the needs to majority of residents across Gloucestershire from all ages and abilities.

• **Geography (rural/urban areas)**

This information is based on a classification of rural/urban areas last updated in 2011. It showed most of the county (87.8% of the total area) comprised of Output Areas that are classified as Rural, but in 2020 only 30.6% of the county's population resided in Output Areas that fell into this category. Gloucestershire's Urban Output Areas accommodate the majority (69.4%) of the county's total population. Gloucestershire has a significantly higher proportion of its population living in rural areas than the national average (18.4%). At district level over 80% of Cotswold's population lives in rural areas,

Forest of Dean has the second highest proportion of residents in the county living in rural areas. Conversely less than 1% of Cheltenham's population and 0% of Gloucester's population live in rural areas.

We travel into rural areas more specifically the Cotswolds and Forest of Dean, we find a lot of learners from this area wont travel to us, so we ensure that we link with partners and stakeholders in those local areas to take courses to them within their local communities.

• **Socio-economic disadvantage**

In general, Gloucestershire is not a very deprived county, ranking 126 out of 151 (where 1 is the most deprived) county and unitary authorities, putting it in the least deprived 20% of authorities across England. At district level, even the most deprived districts in the county (Gloucester City, and Forest of Dean) are amongst the middle 20% of districts for deprivation out of 317 English authorities. Tewkesbury, Cotswold, and Stroud districts are in the least deprived 20% of districts nationally. Cheltenham is in the second least deprived 20% of districts nationally.

However, there are pockets of deprivation, 31 out of 373 small areas in Gloucestershire are amongst the 20% most deprived in England with 7.6% residents of Gloucestershire living in these areas. In Gloucester almost 25% of the population (1 in 4) live in areas amongst the most deprived 20% nationally. In contrast in Cotswold and Stroud none of the population live in areas amongst the most deprived 20% nationally. Cheltenham stands out as an area with a degree of polarity, around 10% of residents live in areas amongst the most deprived 20% nationally, conversely over 40% of residents live in areas amongst the least deprived 20% nationally.

### 3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

Service Users						
Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X			No change to impact from previous year	N
Disability		X			No change to impact from previous year	N
Sex		X			No change to impact from previous year	N
Race		X			No change to impact from previous year	N
Gender reassignment				X	We do not capture this information	N
Pregnancy & maternity				X	We do not capture this information	N
Religion and/or belief				X	We do not capture this information	N
Sexual orientation				X	We do not capture this information	N
Marriage & civil partnership				X	We do not capture this information	N
Armed Forces community				X	We do not capture this information	N

Carers				X	We do not capture this information	N
Care leavers / care experienced adults				X	We do not capture this information	N
Digital exclusion				X	We do not capture this information	N
Geography, for example, urban and rural areas				X	We do not capture this information	N
Socio-economic disadvantage				X	We do not capture this information	N
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
				X		

**Gloucestershire County Council Staff**

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age					N/A	
Disability					N/A	
Sex					N/A	
Race					N/A	
Gender reassignment					N/A	
Pregnancy & maternity					N/A	
Religion and/or belief					N/A	
Sexual orientation					N/A	
Marriage & civil partnership					N/A	
Armed Forces community					N/A	
Carers					N/A	
Care leavers / care experienced adults					N/A	
Digital exclusion					N/A	
Geography, for example, urban and rural areas					N/A	

Socio-economic disadvantage					N/A	
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

#### 4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Engaging with local communities to promote healthy living, wellbeing and enabling them to live independently.	<ul style="list-style-type: none"> <li>• Develop healthy eating/living courses, teaching individuals about suitable produce and what to do with them.</li> <li>• Develop wellbeing courses to support individuals with coping mechanisms for stress etc.</li> <li>• Develop courses that promote independent living.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership &amp; Management</li> <li>• Quality Leads</li> <li>• Lead learning coordinators and learning coordinators</li> <li>• Tutors</li> </ul>	Ongoing throughout academic year

Meeting the needs of local employers	<ul style="list-style-type: none"> <li>• Review of local labour market information</li> <li>• Consultation with local employers</li> <li>• Working with department of work and pensions on local SWAP provision</li> <li>• Increasing individual skills within the local communities</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership &amp; Management</li> <li>• Lead learning coordinators</li> </ul>	Ongoing throughout academic year
Supporting the climate change strategy and ensuring growth is sustainable	<ul style="list-style-type: none"> <li>• Working with departments within GCC to promote sustainability such as waste etc.</li> <li>• Work with Libraries to support the 'green zone' initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership &amp; Management</li> <li>• Lead learning coordinators</li> </ul>	Ongoing throughout academic year
Building stronger inclusive communities	<ul style="list-style-type: none"> <li>• Improve digital inclusion within Gloucestershire</li> <li>• Overcome diversity and inclusion by supporting the integration of ethnic minority communities through the delivery of a comprehensive and targeted programme of skills</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership &amp; Management</li> <li>• Lead learning coordinators</li> </ul>	Ongoing throughout academic year
Obtain learner feedback and views to improve our provision.	<ul style="list-style-type: none"> <li>• Evaluation following on from courses.</li> <li>• Learner Logs.</li> <li>• Forums.</li> <li>• Observations of teaching and learning.</li> <li>• Impact and destination surveys.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership &amp; Management</li> <li>• Quality Leads</li> <li>• Lead learning coordinator</li> <li>• Learning coordinators</li> </ul>	Ongoing throughout academic year

## 5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Natasha Panchbhaya
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### Part 1 – Initial arrangements (up to around six months following implementation)


Date of the post implementation review:	January 2025
<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> <li>▪ What mechanisms will be used?</li> <li>▪ How will service users / the wider community / GCC staff and other stakeholders be involved?</li> </ul>	<ul style="list-style-type: none"> <li>• Learner views are routinely gathered via various methods such as surveys, focus groups, evaluation of learning and complaints/compliments.</li> <li>• Feedback from community groups or partner client groups.</li> <li>• Staff surveys both service level and GCC wide.</li> <li>• Briefings held with GCC wide services to provide valuable insights and feedback.</li> <li>• Termly meetings with our Governance Advisory Board.</li> <li>• All staff briefings held monthly with whole service.</li> <li>• Monthly team meetings.</li> <li>• Monthly team 121 meetings and annual PDR meetings.</li> <li>• Audits and Inspections such as Ofsted, ESFA and Matrix.</li> <li>• Engagement meetings with partners both new and established.</li> <li>• Monthly review with current stakeholders.</li> <li>• Networking events with new and established partners/stakeholders.</li> </ul>




Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	July 2025
<p>What mechanisms will be used?</p> <p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<ul style="list-style-type: none"> <li>• Learner views are routinely gathered via various methods such as surveys, focus groups, evaluation of learning and complaints/compliments.</li> <li>• Feedback from community groups or partner client groups.</li> <li>• Staff surveys both service level and GCC wide.</li> <li>• Termly meetings with our Governance Advisory Board.</li> <li>• All staff briefings held monthly with whole service.</li> <li>• Monthly team meetings.</li> <li>• Monthly team 121 meetings and annual PDR meetings.</li> <li>• Audits and Inspections such as Ofsted, ESFA and Matrix.</li> <li>• Monthly review with current stakeholders.</li> </ul>

**6. Approval**

Signature of Senior Officer	
Name of Senior Officer	Colin Chick
Date	29 May 2024

Signature of Decision Maker	
Name of Decision Maker	Cllr Philip Robinson
Date	30 May 2024

### Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	<a href="#">Census 2021 results - Census 2021</a>
Disability	<a href="#">Census 2021 results - Census 2021</a>
Sex	<a href="#">Census 2021 results - Census 2021</a>
Race	<a href="#">Census 2021 results - Census 2021</a>
Gender reassignment	N/A
Pregnancy & maternity	N/A
Religion and/or belief	N/A
Sexual orientation	N/A
Marriage & civil partnership	N/A

Armed Forces community	<a href="#">Census 2021 results - Census 2021</a>
Carers	<a href="#">Census 2021 results - Census 2021</a>
Care leavers / care experienced adults	<a href="#">Census 2021 results - Census 2021</a>
Digital exclusion	<a href="#">Census 2021 results - Census 2021</a>
Geography, for example, urban and rural areas	<a href="#">Census 2021 results - Census 2021</a>
Socio-economic disadvantage	<a href="#">Census 2021 results - Census 2021</a>
Vulnerable groups of society	N/A

## Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	N/A
Disability	N/A
Sex	N/A
Race	N/A
Gender reassignment	N/A
Marriage & civil partnership	N/A

Pregnancy & maternity	N/A
Religion and/or belief	N/A
Sexual orientation	N/A
Armed Forces community	N/A
Carers	N/A
Care leavers / care experienced adults	N/A
Digital exclusion	N/A
Geography, for example, urban and rural areas	N/A
Socio-economic disadvantage	N/A
Vulnerable groups of society	N/A

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