

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	Children's Services
Service area	Children and Families Commissioning Hub
Title of the proposed change being assessed i.e., the policy, service, or other development	Local Welfare Support and Emergency Welfare retendering.

Describe the purpose of the proposed change and the intended outcomes
<p>The Gloucestershire Welfare Support Scheme (GWSS) has been operating since April 2013. As part of the Welfare Reform Act, Community Care Grants ¹ and Crisis Loans ², previously distributed by Job Centres, were abolished. All top tier local authorities received funding from the Department of Work and Pensions (DWP) with an expectation, but no statutory duty, that they would arrange to make an offer of support to those in crisis from April 2013.</p> <p>Since 2015, government funding has been included as part of the Local Government Financial Settlement. Local councils are viewed as appropriate bodies to provide this assistance given existing responsibilities for vulnerable children and adults. The GWSS provides practical one-off support or assistance to vulnerable adults and families in the form of non-cash awards such as household items, clothing, recycled goods, food deliveries and fuel vouchers. It has clear eligibility criteria, developed in conjunction with stakeholders, to ensure funds</p>

¹ Care awards help vulnerable people to live as independently as possible in their community.

² Crisis awards are for those in emergency or disaster situations to help them and their families with immediate needs.

support those most in need. Applicants are often supported by agencies such as housing providers, district councils, voluntary and community organisations, social care services, children, and family centres etc. and are signposted to local welfare support services to help address persisting underlying issues and prevent repeat crises.

Applications to the Gloucestershire Welfare Support Scheme can broadly be categorised into two:

- **Crisis awards:** awards which help alleviate extreme pressure on the health/safety of an individual or family.
- **Care awards:** awards that help people moving back into the community to settle i.e. Care leavers, homeless individuals.

The current Gloucestershire Local Welfare Support Scheme contract and Emergency Welfare contract will cease 19th October 2024, as there are no further options to extend. The report is going to Cabinet to seek approval to conduct a procurement exercise for the delivery of a Local Welfare Support Service and Emergency Welfare Support Service.

Who is affected by the proposals?

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

Decision to be taken and decision maker	<p>Decisions</p> <ol style="list-style-type: none"> 1. Conduct an appropriate form of competitive procurement process (to be determined by the said Executive Director) under which Gloucestershire County Council shall procure Local Welfare Support Services and Emergency Welfare Support Services that will provide support and/or assistance to vulnerable adults and families in Gloucestershire by means of predominantly non-cash awards such as household items, clothing, recycled goods, food vouchers and fuel vouchers; The proposed contracting arrangements shall continue for a period of up to 5 years.
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	<p>2. To award, subject to the financial restrictions set out in the Resourcing Implications section of this report below, as many contracts as may be required by the Council for the provision of Local Welfare Support Services and Emergency Welfare Support Services.</p> <p>Decision Makers</p> <p>Cllr Stephen Davis, Lead Cabinet Member for Children’s Safeguarding and Early Years</p> <p>Ann James – Executive Director for Children’s Services</p>
<p>Person(s) responsible for completing this assessment</p>	<p>David Flosse-Harris (Senior Commissioning Manager, Children’s Commissioning)</p>
<p>Date of this assessment</p>	<p>May 2024</p>

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	<p>No engagement undertaken in 2024 although feedback from service users is regularly captured through monitoring meetings with the Provider. Substantial stakeholder consultation was undertaken to inform the options and principles of the current GWSS scheme during 2012, 2013 and 2015. Feedback from stakeholders has been positive about the availability and fairness of the scheme.</p>	Service user data gathered from the provider.
Workforce	<p>Since 2016 the GWSS has also been used to process social care welfare requests. This use of the scheme has been received positively by Social Care and Youth Support teams. It frees up staff time that was previously spent on administering petty cash payments and has ensured service users safely and promptly receive the actual items to meet their needs e.g. food deliveries, fuel meter top-ups, clothing. Social Care Welfare spend processed through the GWSS has gradually increased over time</p>	N/A

Partners	N/A	N/A
Other	N/A	N/A

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.

	Service Users	Gloucestershire County Council (GCC) Staff
Protected Characteristics (Equality Act 2010)	<p>The service is being recommissioned and therefore there will be no impact on service users with protected characteristics.</p> <p>The data will continue to be monitored for equality considerations, especially for those with protected characteristics. The provision to vulnerable households in the form of essential items will constitute a positive intervention with families with low income and high levels of poverty and deprivation. The “cost of living crisis” impact has exacerbated the inequalities existing within those families, making more evident the gaps in access to food, fuel, white goods.</p>	GCC workforce is not impacted by the proposal/decision being taken.
Additional Groups (including care leavers / care experienced adults)	<p>The service is being recommissioned and therefore there will be no impact on care leavers.</p> <p>Care Leavers are one of the groups the Welfare Scheme support specifically as one of their roles is helping people moving back into the community to settle.</p>	GCC workforce is not impacted by the proposal/decision being taken.

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		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No
Disability		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No
Sex		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No
Race		✓			The approval of this decision will have no impact on people with this protected	No

					characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	
Gender reassignment		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No
Pregnancy & maternity		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No
Religion and/or belief		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No
Sexual orientation		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No
Marriage & civil partnership		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No

					It should be noted that the schemes are also open to single and single parent households, they receive equal benefit from applications.	
Armed Forces community		✓			<p>The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.</p> <p>GCC will need to ensure the Armed Forces community are aware of the scheme and are supported to access the service.</p>	Yes
Carers		✓			<p>The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.</p> <p>GCC will need to ensure Carers are aware of the scheme and are supported to access the service.</p>	Yes
Care leavers / care experienced adults		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	Yes

					GCC will need to ensure Care Leavers and Care Experienced adults are supported to access the service in a timely way and are signposted to other sources of support.	
Digital exclusion		✓			<p>The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.</p> <p>GCC will need to ensure information is available in hard copy format and that the process supports non-digital applications.</p>	Yes
Geography, for example, urban and rural areas		✓			The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.	No
Socio-economic disadvantage		✓			<p>The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.</p> <p>GCC will need to ensure people in socio-economically disadvantaged groups are supported to access the service in a timely way and are signposted to other sources of support.</p>	Yes

Vulnerable groups of society		✓			<p>The approval of this decision will have no impact on people with this protected characteristic as they can access the service providing they meet the criteria and are assessed as needing support.</p> <p>GCC will need to ensure people in vulnerable groups of society are supported to access the service in a timely way as well and are signposted to other sources of support.</p>	Yes
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age					GCC workforce is not impacted by the proposal/decision being taken.	No
Disability						
Sex						
Race						
Gender reassignment						
Pregnancy & maternity						
Religion and/or belief						
Sexual orientation						
Marriage & civil partnership						
Armed Forces community					GCC workforce is not impacted by the proposal/decision being taken.	No
Carers						
Care leavers / care experienced adults						
Digital exclusion						

Geography, for example, urban and rural areas						
Socio-economic disadvantage						
Vulnerable groups of society						
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
Communication and publicity	<p>Update the GCC website with clear guidance.</p> <p>Ensure that Social Workers and other professionals are aware of the eligibility criteria so that Care Leavers can access the scheme in a timely way.</p> <p>Ensure professionals supporting specific groups, such as those from the Armed Forces Community and Carers, are aware of the scheme and eligibility criteria.</p> <p>Provide information about the scheme in hard copy format for those who are digitally excluded. Ensure there is a process in place to access support if people do not have access to the internet.</p> <p>To ensure that the publicity of the welfare support scheme is communicated as widely as possible, especially for the</p>	David Flosse-Harris - Contract Manager	Ongoing

	groups that are underrepresented such as carers, where there has been no application to the fund from this group.		
Potential negative impact on Vulnerable and socio-economically disadvantaged groups of society	To ensure that the Provider signposts other potential suitable forms of support that may be available to service users on a case specific basis.	David Flosse-Harris - Contract Manager	Ongoing

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):	David Flosse-Harris (Senior Commissioning Manager) – Contract Manager
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Part 1 – Initial arrangements (up to around six months following implementation)


Date of the post implementation review:	April 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"> ▪ What mechanisms will be used? 	<p>To see if we have managed to increase the awareness of the support available to groups that are currently under represented eg Carers and Armed Forces.</p> <p>Through a review of the applications received and awarded.</p>

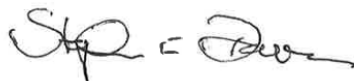
<ul style="list-style-type: none"> How will service users / the wider community / GCC staff and other stakeholders be involved? 	<p>Stakeholders won't be involved – only the provider who reports on the data that will be required as part of this implementation review.</p>
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Part 2 – Ongoing arrangements (from around six months onwards)

<p>Frequency of monitoring and review:</p>	<p>Monthly and Quarterly.</p>
<p>What mechanisms will be used? How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>Reviews take place monthly for performance reports being sent to GCC. Regular contract monitoring takes place quarterly. Feedback and complaints are used to gather feedback from current service users.</p>

6. Approval

<p>Signature of Senior Officer</p>	
<p>Name of Senior Officer</p>	<p>Ann James – Executive Director for Children's Services</p>
<p>Date</p>	<p>9th July 2024</p>

Signature of Decision Maker	
Name of Decision Maker	Cllr Stephen Davis, Lead Cabinet Member for Children's Safeguarding and Early Years
Date	9 th July 2024

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the Population Profile 2023 for whole Gloucestershire data.</i></p> <p>In 2021, the resident population of Gloucestershire was estimated at 646,627 people, of which:</p> <ul style="list-style-type: none"> • 21.8% were aged 0-19. • 56.5% were aged 20-64. • 21.8% were aged 65 and over. <p>Young people aged 18-25 less likely to secure employment and so more likely to be applying for Universal Credit. GCC residents aged 65 or over are more likely to need support due to</p>

long-term limiting illness, in poor health, living alone, providing unpaid care of 50-hours or more a week, without a car and living in a household without central heating.

From the data provided by the current provider, the breakdown of those applying by age

Analysis of new applications by age of applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)
16 - 24 years	332	323	232
25 - 34 years	694	642	360
35 - 44 years	514	397	233
45 - 54 years	211	221	121
55 - 64 years	86	127	65
65+ years	37	44	28
Age unknown	0	0	0
Total applications	1874	1754	1039

Disability

For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the [Population Profile 2023](#) for whole Gloucestershire data.

According to the 2021 Census 16.8% of Gloucestershire residents reported having a long-term limiting health problem or disability; 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%.

From the data provided by the current provider, the breakdown of those applying by disability

	<table border="1"> <thead> <tr> <th data-bbox="689 240 1025 363">Analysis of new applications by disability of applicant</th> <th data-bbox="1025 240 1207 363">FY 21/22</th> <th data-bbox="1207 240 1395 363">FY 22/23</th> <th data-bbox="1395 240 1653 363">FY 23/24 (as at November 2023)</th> </tr> </thead> <tbody> <tr> <td data-bbox="689 363 1025 432">Person with a disability</td> <td data-bbox="1025 363 1207 432">434</td> <td data-bbox="1207 363 1395 432">464</td> <td data-bbox="1395 363 1653 432">268</td> </tr> <tr> <td data-bbox="689 432 1025 501">Person with learning disability</td> <td data-bbox="1025 432 1207 501">121</td> <td data-bbox="1207 432 1395 501">130</td> <td data-bbox="1395 432 1653 501">75</td> </tr> </tbody> </table>	Analysis of new applications by disability of applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)	Person with a disability	434	464	268	Person with learning disability	121	130	75																
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Sex	<p data-bbox="689 531 1995 639"><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the Population Profile 2023 for whole Gloucestershire data.</i></p> <p data-bbox="689 679 2011 788">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.</p> <p data-bbox="689 828 1928 863">From the data provided by the current provider, the breakdown of those applying by sex</p> <table border="1" data-bbox="689 898 1697 1270"> <thead> <tr> <th data-bbox="689 898 1025 1018">Analysis of new applications by applicant</th> <th data-bbox="1025 898 1227 1018">FY 21/22</th> <th data-bbox="1227 898 1415 1018">FY 22/23</th> <th data-bbox="1415 898 1697 1018">FY 23/24 (as at November 2023)</th> </tr> </thead> <tbody> <tr> <td data-bbox="689 1018 1025 1062">Single female</td> <td data-bbox="1025 1018 1227 1062">309</td> <td data-bbox="1227 1018 1415 1062">318</td> <td data-bbox="1415 1018 1697 1062">187</td> </tr> <tr> <td data-bbox="689 1062 1025 1107">Single male</td> <td data-bbox="1025 1062 1227 1107">361</td> <td data-bbox="1227 1062 1415 1107">335</td> <td data-bbox="1415 1062 1697 1107">206</td> </tr> <tr> <td data-bbox="689 1107 1025 1152">Couple with no children</td> <td data-bbox="1025 1107 1227 1152">40</td> <td data-bbox="1227 1107 1415 1152">25</td> <td data-bbox="1415 1107 1697 1152">8</td> </tr> <tr> <td data-bbox="689 1152 1025 1197">Couple with children</td> <td data-bbox="1025 1152 1227 1197">123</td> <td data-bbox="1227 1152 1415 1197">90</td> <td data-bbox="1415 1152 1697 1197">24</td> </tr> <tr> <td data-bbox="689 1197 1025 1241">Lone parent</td> <td data-bbox="1025 1197 1227 1241">1040</td> <td data-bbox="1227 1197 1415 1241">975</td> <td data-bbox="1415 1197 1697 1241">611</td> </tr> <tr> <td data-bbox="689 1241 1025 1276">Unknown</td> <td data-bbox="1025 1241 1227 1276">1</td> <td data-bbox="1227 1241 1415 1276">11</td> <td data-bbox="1415 1241 1697 1276">3</td> </tr> </tbody> </table>	Analysis of new applications by applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)	Single female	309	318	187	Single male	361	335	206	Couple with no children	40	25	8	Couple with children	123	90	24	Lone parent	1040	975	611	Unknown	1	11	3
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Race

For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the [Population Profile 2023](#) for whole Gloucestershire data.

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:

- 87.7% of Gloucestershire residents were white people from an English, Welsh, Scottish, Northern Irish or British background.
- 2.9% were people from an Asian, Asian British, or Asian Welsh background.
- 2.2% were people with a mixed or multiple ethnic background.
- 1.2% were black people from a British, Welsh, Caribbean, or African background.
- 0.6% were white people from an Irish background.
- 0.1% were white Gypsy and Irish Traveller people, 0.1% were white Roma people.
- 4.5% were in the 'other white' group.
- 0.7% were in another ethnic group.

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%.

From the data provided by the current provider, the breakdown of those applying by race

Analysis of new applications by race of applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)
White British	3214	1363	1592
Irish	20	15	10

	White Other	110	101	156
	Black African	68	31	52
	Black Caribbean	50	27	40
	White / Black African & Black Other	46	9	10
	White / Black Caribbean	62	55	36
	Mixed Other	76	17	30
	Asian / Pakistani	8	8	10
	Asian / Other, Asian /Indian, Asian/ Bangladeshi & Chinese	64	34	44
	Not specified	152	94	94
Gender reassignment	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the Population Profile 2023 for whole Gloucestershire data.</i></p> <p>Overall, 94.8% of residents in Gloucestershire aged 16 and over answered the question in relation to gender identity. 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 approximate figure of 2,200 transgender people in the county should be regarded as the minimum number, but this could potentially be considerably higher.</p> <p>From the data provided by the current provider, the breakdown of those applying</p>			
	Analysis of new applications by applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)

	No. of applicants who identify as Transgender	10	13	6								
Pregnancy & maternity	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the Population Profile 2023 for whole Gloucestershire data.</i></p> <p>There were 6,138 live births in Gloucestershire in 2021.</p> <p>From the data provided by the current provider, the breakdown of those applying</p> <table border="1" data-bbox="689 595 2031 762"> <thead> <tr> <th data-bbox="689 595 1025 715">Analysis of new applications by applicant</th> <th data-bbox="1025 595 1361 715">FY 21/22</th> <th data-bbox="1361 595 1697 715">FY 22/23</th> <th data-bbox="1697 595 2031 715">FY 23/24 (as at November 2023)</th> </tr> </thead> <tbody> <tr> <td data-bbox="689 715 1025 762">Pregnant</td> <td data-bbox="1025 715 1361 762">91</td> <td data-bbox="1361 715 1697 762">69</td> <td data-bbox="1697 715 2031 762">47</td> </tr> </tbody> </table>				Analysis of new applications by applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)	Pregnant	91	69	47
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Religion and/or belief	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the Population Profile 2023 for whole Gloucestershire data.</i></p> <p>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.</p> <p>From the data provided by the current provider, the breakdown of those applying by religion and/or belief</p> <table border="1" data-bbox="689 1193 1659 1361"> <thead> <tr> <th data-bbox="689 1193 969 1313">Analysis of new applications by applicant</th> <th data-bbox="969 1193 1193 1313">FY 21/22</th> <th data-bbox="1193 1193 1395 1313">FY 22/23</th> <th data-bbox="1395 1193 1659 1313">FY 23/24 (as at November 2023)</th> </tr> </thead> <tbody> <tr> <td data-bbox="689 1313 969 1361">Catholic</td> <td data-bbox="969 1313 1193 1361">92</td> <td data-bbox="1193 1313 1395 1361">78</td> <td data-bbox="1395 1313 1659 1361">33</td> </tr> </tbody> </table>				Analysis of new applications by applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)	Catholic	92	78	33
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	<table border="1"> <tr> <td>Christian</td> <td>440</td> <td>383</td> <td>220</td> </tr> <tr> <td>Jewish</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Muslim</td> <td>43</td> <td>44</td> <td>32</td> </tr> <tr> <td>Hindu/Sikh/Buddist</td> <td>11</td> <td>13</td> <td>4</td> </tr> <tr> <td>None</td> <td>1001</td> <td>888</td> <td>505</td> </tr> <tr> <td>Other</td> <td>28</td> <td>76</td> <td>18</td> </tr> <tr> <td>Not stated</td> <td>259</td> <td>272</td> <td>227</td> </tr> </table>	Christian	440	383	220	Jewish	0	0	0	Muslim	43	44	32	Hindu/Sikh/Buddist	11	13	4	None	1001	888	505	Other	28	76	18	Not stated	259	272	227	
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Sexual orientation	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the Population Profile 2023 for whole Gloucestershire data.</i></p> <p>As with gender identity, the Census 2021 has provided the first set of official data on sexual orientation in England and Wales. 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.</p> <p>Overall, 93.2% of residents in Gloucestershire aged 16 and over answered the question. The majority of 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%.</p> <p>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%.</p> <p>Due to the sensitive nature of the question, it might be reasonable to assume that some LGB+ people felt reticent to provide an answer.⁶⁴ 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>From the data provided by the current provider, the breakdown of those applying by sexual orientation</p> <table border="1" data-bbox="689 316 2029 647"> <thead> <tr> <th data-bbox="689 316 1025 437">Analysis of new applications by applicant</th> <th data-bbox="1025 316 1361 437">FY 21/22</th> <th data-bbox="1361 316 1697 437">FY 22/23</th> <th data-bbox="1697 316 2029 437">FY 23/24 (as at November 2023)</th> </tr> </thead> <tbody> <tr> <td data-bbox="689 437 1025 480">Bisexual</td> <td data-bbox="1025 437 1361 480">45</td> <td data-bbox="1361 437 1697 480">41</td> <td data-bbox="1697 437 2029 480">24</td> </tr> <tr> <td data-bbox="689 480 1025 523">Heterosexual</td> <td data-bbox="1025 480 1361 523">1539</td> <td data-bbox="1361 480 1697 523">1433</td> <td data-bbox="1697 480 2029 523">827</td> </tr> <tr> <td data-bbox="689 523 1025 566">Gay</td> <td data-bbox="1025 523 1361 566">13</td> <td data-bbox="1361 523 1697 566">9</td> <td data-bbox="1697 523 2029 566">6</td> </tr> <tr> <td data-bbox="689 566 1025 609">Lesbian</td> <td data-bbox="1025 566 1361 609">17</td> <td data-bbox="1361 566 1697 609">8</td> <td data-bbox="1697 566 2029 609">27</td> </tr> <tr> <td data-bbox="689 609 1025 647">Not stated</td> <td data-bbox="1025 609 1361 647">260</td> <td data-bbox="1361 609 1697 647">263</td> <td data-bbox="1697 609 2029 647">155</td> </tr> </tbody> </table>	Analysis of new applications by applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)	Bisexual	45	41	24	Heterosexual	1539	1433	827	Gay	13	9	6	Lesbian	17	8	27	Not stated	260	263	155
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	Care Leaver (16-18 or up to 25 if in education)	44	35	35
Digital exclusion	No data is captured for this group.			
Geography, for example, urban and rural areas	From the data provided by the current provider, the breakdown of those applying by district			
	Analysis of new applications by applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)
	Cheltenham	356	271	130
	Cotswold	114	109	67
	Forest of Dean	211	204	108
	Gloucester	715	660	422
	Stroud	247	258	120
	Tewkesbury	218	239	181
	Unknown	13	13	11
Socio-economic disadvantage	Data is not specifically captured for this group, but the applicant must meet the eligibility criteria to access any support from the welfare fund. There are priority groups, which are in the main all those that come from the vulnerable groups of society (below).			
Vulnerable groups of society	From the data provided by the current provider, the breakdown of those applying by who are vulnerable groups of society			
	Analysis of new applications by applicant	FY 21/22	FY 22/23	FY 23/24 (as at November 2023)
	History of Homelessness	459	458	297
	Sleeping rough for long period	80	83	46

Living in poor accommodation including temp accommodation	321	365	218
Leaving accommodation based support services	207	209	153
Leaving residential care	6	9	5
Fleeing Domestic Abuse	246	260	173
Ex-offenders/Resettlement from custody	58	47	22
Care Leaver (16-18 or up to 25 if in education)	44	35	35
Person with learning disability	121	130	75
At risk of significant harm or exploitation	63	60	43
History of Mental Illness / Self Harming	762	710	414
History of Substance/Alcohol misuse & seeking rehab	139	124	92
Families where parent is misusing alcohol/drugs or has mental health crisis	71	60	27
Pregnant	91	69	47
Responsible for children/young people	1066	922	549
Child in need in the home/child has protection plan	155	118	70
Person with chronic illness	242	254	136
Person with terminal illness	8	17	12
Person with a disability	434	464	268

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
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Age	Not affected
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Armed Forces community	
Carers	
Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	
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