

Executive Decision Making by an Officer with Delegated Powers

Decision to be taken by: Ann James, Executive Director of Children's Services

Pursuant to an Authorisation from: Cabinet decision (Implementing a Modified Dynamic Purchasing System (MDPS) for Professional Services in Children's Social Care on 10th November 2021).

Report title: Officer decision to procure services through a Modified Open Framework (value under £500K), the "Access to Resources Framework".

The decision	<p>Following the conclusion of a competitive procurement process for the Access to Resources Framework, this paper sets out the 2024-25 Round 3 of applications. Having consulted with the Cabinet Member Cllr Stephen Davies (Cabinet Member for Children's Safeguarding and Early Years) in accordance with the Cabinet decision 10th November 2021:</p> <p>DECISION:</p> <ol style="list-style-type: none">1. To award a Framework Agreement to the following 2024-25 Round 3 preferred suppliers in the following lots: Lot 1: Independent Specialist Assessments & Testing Lot 2: Therapeutic Services Lot 3: Support to Families2. To procure and award Call-Off contracts to those successful Round 3 Framework Suppliers who are selected to provide the professional services under the framework during the mini competitive processes. <p>(A total of 15 providers have been added to the framework, please see appendix 3 for list of providers, services and lots. The total number of providers now stands at 51).</p>
Background documents	<p>Decision - Implementing a Modified Dynamic Purchasing System (MDPS) for Professional Services in Childrens Social Care (gloucestershire.gov.uk)</p> <p>Officer decision Round 2: Decision - Officer decision to procure services through a Modified Open Framework (value under £500K), the "Access to Resources Framework". (gloucestershire.gov.uk)</p>

	<p>Officer decision Round 1: Procurement route change (from a Modified (Pseudo) Dynamic Purchase System (MDPS) to a Modified (Pseudo) Open Framework, and officer decision to procure services through a Modified Open Framework (value under £500K), the “Access to Resources Framework</p>
Reasons for the decision	<p>To award a contract for the supply of professional services under the framework – after the successful completion of the third application window, the listed suppliers have met the council’s pre-qualification requirements and selection criteria to be confirmed as “Framework Supplier”.</p>
Resource implications	<p>The decision is within the budget allocation and the resources are available (as approved in the Cabinet decision dated 10th November 2021). The total contract value is £10.5m and this third round remains within this limit.</p>
Who has been consulted?	<p>Consultation has included:</p> <ul style="list-style-type: none"> ▪ The Cabinet Member ▪ Officers ▪ Internal support services, such as: <ul style="list-style-type: none"> ○ Legal Services ○ Strategic Procurement ○ Information Management Service ○ ICT
<p>What were their comments?</p> <p>Cllr Stephen Davies – No comments</p> <p>Strategic Procurement – No comments</p> <p>Legal Services – No comments</p> <p>IMS – No comments</p> <p>ICT – No comments</p>	
<p>Background/Context</p> <ol style="list-style-type: none"> 1 Gloucestershire County Council (GCC) must meet a range of statutory obligations to ensure that safeguarding and care planning decisions about children are made using high quality evidence suitable for the courts and it must ensure that high quality services (such as play therapy, mentoring, family support) are provided for those children, young people, and families in the most need. 2 A range of expert assessments are sometimes required to support this process. These assessments are usually commissioned by GCC from independent social workers and other expert witnesses (psychologists, psychiatrists, specialist medical professionals, etc.). 3 Higher quality reports from independent witnesses will be used not only by the court in care proceedings, but can also be used by social workers to develop individualised care 	

plans, and assist GCC to better understand and meet the needs of children and young people coming into care; and assess their ongoing and developing needs, which can also be the provision of services such as play therapy, mentoring, family support etc.

- 4 The current spend on spot purchasing these external assessments and other services have reached a level that is unsustainable. The amount approved by the Access to Resources Panel in the 21-22 financial year is £1,624,873.96, this high level of spot purchasing is unsustainable. Without a competitive process, the market for these services doesn't develop so providers aren't encouraged to offer competitive prices and increase quality of service. In response to this, Cabinet authorised the procurement of a [Modified Dynamic Purchasing System \(MDPS\)](#) for the provision of professional services in Children's Social Care in November 2021.

Alternative options considered and why they were rejected:

1. Do nothing.

This is not an option as these provisions are required for the council to fulfil its duties under Section 11 of the Children Act (2004) or Sections 17, 31, 20 and 47 of the Children's Act 1989, whereby the council must safeguard and promote the welfare of children. As well as this, this tranche of awards is required to round-on-round build the capacity needed on the framework following the round 1 and 2 intakes of 36 providers.

2. Continue to spot purchase for services that are not able to be accommodated by the framework.

- This could negatively affect the quality of professional services supplied, as the council could potentially be purchasing from providers who are not fully compliant with the required standards needed to undertake the work (i.e., safeguarding checks, skills and experience, appropriate registration with regulatory bodies etc.) It could also negatively impact on care planning timeframes and even the Court's timeframes.
- Spot purchasing does not always ensure the best value for money and due to the level of spend is unsuitable for these services.
- Such purchases would be in breach of the council's Contract Standing Orders, and potentially public procurement law.
- Spending levels could continue to rise if no intervention or formal commissioning arrangements are established.
- The quality of services will vary, and the council will be limited in managing the poor performance of providers.
- Spot purchase arrangements create discontinuity for the market and can undermine market development and stability. There is no intention presently to disrupt this market, rather we intend to grow the market to encourage quality, performance, reliability and partnerships with the council. Market disruption of this kind is therefore to be avoided.

3. Bulk purchase services that are not able to be accommodated by the framework (block contracts)

- Financial consequences may arise from under-used capacity if the anticipated demand for the block contracted service is not realised (demand is not guaranteed).

- There is a risk that the chosen providers will not be able to meet the need and/or demand to cover assessment services across Gloucestershire and support needs for children.
- Assessments and support are bespoke to an individual's circumstance and need, and so a block contract may not provide the flexibility required to achieve the best outcomes for them.


Risk Analysis

1. As this is the third round of applications to join the Access to Resources framework, it's important to ensure we have a range of suppliers who have met the council's pre-qualification requirements and selection criteria, so that spot purchases will only be used in limited circumstances (e.g., if the court mandates, or where there are no Framework Suppliers that supply the particular services that are required).
2. Adding suppliers who have passed the council's pre-qualification requirements and selection criteria means that there is a larger market pool to engage with the mini competitions when request for services have been approved ensuring, where possible, the best value and quality services are provided. But this does not guarantee any work.
3. To ensure that all parties can explore all options that are available on or off the framework and to be in line with the court timelines. The option to direct award on or off the framework can be explored should the request be as a result of pre-proceedings, proceedings, or care proceedings.

Equalities considerations

1. An Equalities Impact Assessment was completed in October 2021 to support the original decision to procure professional services through a Modified (Pseudo) Dynamic Purchasing System. It is not anticipated that the decision to alter the procurement route will impact adversely on any individual with a protected characteristic.
2. Whilst initially completed in October 2021, the assessment has since been reviewed and updated to reflect the updated procurement route (see below).
3. Whilst the updated assessment does not include the new care-leavers protected characteristic, the initial assessment does apply to this cohort of people. Where potential impacts are identified, through regular monitoring, these can be maximised or minimised to ensure there are no negative impacts.

Has an Equality Impact Assessment been completed? Yes (originally in October 2021, and updated in Jun 2024) – please see below..

<p>Has any conflict of interest been declared by any Cabinet Member consulted on the decision?</p> <p><i>The council's Monitoring Officer should be consulted, in the first instance, if any conflict of interest is declared by a Cabinet Member.</i></p> <p>If any conflict of interest declared, was a dispensation granted by the Audit and Governance Committee of the Council?</p>	<p>No</p>
<p>Does this decision report form or any supporting papers provided contain confidential or exempt information?</p> <p><i>(Refer to Democratic Services Unit for advice if necessary)</i></p>	<p>No</p>
<p>Does this decision need to be published on the GCC website?</p> <p><i>(Refer to guidance on "Executive Decisions taken by Officers").</i></p>	<p>Yes</p>
<p>In coming to this decision, I have given due and full regard to the requirements of the Public Sector Equality Duty contained in section 149 of the Equality Act 2010 ("the Act") by reference to the law itself and also the relevant Equality Impact Assessment, which was prepared in accordance with the requirements of the Act.</p> <p>Having fully considered all available information, I have decided to reject any alternative options and take the recommended decision(s), for the reasons set out in this report.</p> <p>Signed: </p> <p>Name: Ann James</p> <p>Title: Executive Director of Children's Services</p>	
<p>Date: 29.8.24</p>	
<p>Contact details for further information:</p> <p>Officer: Mark Foster (Commissioning Officer – Children's Commissioning)</p> <p>Tel: 01452 328521</p> <p>Email: mark.foster@gloucestershire.gov.uk</p>	

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 Open Framework for Professional Services in Childrens Social Care (previously a Modified Dynamic Purchasing System)
Brief outline of the proposal(s)	The original proposal was the development of a Modified Dynamic Purchasing System (MDPS), as approved by Cabinet in Nov 2021, however upon further guidance from strategic procurement the procurement route was changed to a Modified Open Framework 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?	Children, young people, and their families - The wider children’s services workforce - Providers/experts that 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	Cabinet to agree to the development of a framework. Cllr Stephen Davies, Cabinet Member for Children’s Safeguarding and Early Years
Person(s) responsible for completing this assessment	Nicky Maunder, Senior Commissioning Manager, with further updates from Mark Foster (Children and Families Commissioning Hub)
Date of this assessment	21/07/2023 and 10/06/2024.

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	<p>There has been no engagement with children, young people and families because it was not deemed appropriate to engage due to the circumstances of the level of need when these services are delivered to children, young people and their families.</p> <p>There has been a series of engagement events with practitioners applying for the services including colleagues from social care, legal and finance to gather feedback on our proposals for the design of the framework and the new processes.</p>
Workforce	<p>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.</p>
Partners	<p>There has been no engagement or consultation with partners.</p>
Other	<p>Through the Access to Resources process, information has been gathered as to what assessments have been requested to allow us to understand the needs and lots for the framework.</p>

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>Using the framework, children will 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 and interventions, or the lack of availability of professionals to undertake assessments and interventions. The framework is helping to ensure that appropriate support can be put in place more quickly, leading to better outcomes for children and young people – including improving the likelihood of</p>	<p>No identified significant impact</p>

	<p>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 and young people in an appropriate manner to ensure they understand the processes and content of assessments and interventions. Where necessary, there will be a requirement for the provider to have specialist knowledge and skills to ensure assessments and interventions are inclusive and meets the individual's needs.</p> <p>There will be a strong focus on the safeguarding and wellbeing of children and young people through assessment and intervention as a result of robust monitoring arrangements. Providers will also be required to undertake an annual s11 Safeguarding Self-Assessment to ensure that they have systems and knowledge in place to respond appropriately to any disclosure relating actual or potential harm to a child or young person.</p> <p>Children and young people may not have the capacity to fully understand their assessment, report findings and any proposed interventions; however, this should be mitigated by the requirement (as 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 and achieve the best outcomes.</p>	
Disability	<p>Children and young people with disabilities, and children whose parents/carers have disabilities will be positively impacted as the framework will 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 will ensure that appropriate support can be put in place more quickly.</p> <p>Ensuring timely assessments/interventions are completed will help to reduce anxiety and uncertainty (which those with disabilities may be more acutely impacted by).</p> <p>Professionals will be required (as outlined in the service specification) to communicate to those with disabilities in an appropriate manner to ensure they understand the processes and content of</p>	No identified significant impact

	<p>assessments and interventions. 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's needs.</p> <p>There will be a strong focus on the safeguarding and wellbeing of children young people and adults with disabilities through the assessment process as a result of robust monitoring arrangements. Providers will also be required to undertake an annual s11 Safeguarding Self-Assessment to ensure that they have systems and knowledge in place to respond appropriately to any disclosure relating actual or potential harm to a child.</p> <p>If a child, young person or adult does not have capacity to fully understand the assessment, report findings and intervention, this should be mitigated by the requirement (as per the service specification) for professionals to communicate in an appropriate manner or use the appropriate advocacy service to support this.</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. Only providers who have experience of supporting those with disabilities will apply to deliver the services required, and the framework will enable the council to build a bank of providers with the skills, expertise and knowledge of how to support those with disabilities in a timelier manner.</p>	
Sex	<p>Framework providers will be required to demonstrate competence in self-identified sex and gender differences, including when there are notable differences within a family system on this point.</p> <p>In circumstances of gender reassignment (potential, transitional and completed) providers will be expected to demonstrate competence in this in relation to assessment and/or intervention.</p> <p>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 and as a result of robust monitoring arrangements.</p> <p>There will be a strong focus on the safeguarding of vulnerable adults when support services are provided,</p>	No identified significant impact

	ensuring that any unique requirements they may have e.g., support to be provided by female-only professionals, can be accommodated.	
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, and the other types of support provided. 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's needs. The translation service can be accessed for support to ensure a full understanding for parents/cares.	No identified significant impact
Gender reassignment	See above comment in the category of Sex.	No identified significant impact
Marriage & civil partnership	Diverse family constitutions will be presented to prospective providers who need to demonstrate inclusive practice to effect suitable assessments and/or interventions. This will be included in the service specification.	No identified significant impact
Pregnancy & maternity	<p>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.</p> <p>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. Providers will also be required to undertake an annual s11 Safeguarding Self-Assessment to ensure that they have systems and knowledge in place to respond appropriately to any disclosure relating actual or potential harm to a child.</p>	No identified significant impact
Religion and/or belief	Diverse religious and/or belief systems will be a regular feature of the people presenting to prospective providers who need to demonstrate inclusive practice to effect suitable assessments and/or interventions. This will be included in the service specification.	

Sexual orientation	See above comment in the category of Sex.	No identified significant impact
Care Leaver	Care leavers are likely to receive ongoing support through the Access to Resources framework, including where specialist assessments, interventions and services are being sought. Their status as care leavers is therefore privileged within this commission.	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 and quality expectations.	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 and quality expectations.	Ongoing	Contract Manager, Children and Families Commissioning Hub
Delays to assessments should	Monitor whether providers are adhering to the required	Ongoing	Contract Manager,

Potential impact (positive or negative)	Action	By when	Owner
be reduced, which will improve outcomes for expectant and new mothers by giving them the best chance to care for their baby.	timescales and quality expectations.		Children and Families Commissioning Hub
The safeguarding of children and vulnerable adults will be more robustly monitored.	Monitoring arrangements will focus on the providers' safeguarding policies are procedures	Ongoing	Contract Manager, Children and Families Commissioning Hub
Providers undertake reviews of their own safeguarding policies and procedures.	Monitoring arrangements will focus on providers' conducting safeguarding self-assessments and audits of these will be completed annually (s11 safeguarding self-assessment audits)	Annually	Contract Manager, Children and Families Commissioning Hub
Potential negative impacts			
Children, young people 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> <p>Children and families who have special requirements with regards to the services supplied to them, e.g., providers who can speak Arabic, will be requested</p>	Ongoing	Contract Manager, Children and Families Commissioning Hub

Potential impact (positive or negative)	Action	By when	Owner
	through the framework wherever possible.		
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.	<p>The pre-qualification and selection criteria at the framework application stage will confirm which providers have the required credentials to undertake the work.</p> <p>Monitoring arrangements will focus on the providers' ongoing suitability to undertake work and through monitoring, quality standards will be a focussed activity.</p>	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:
<p>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.</p>

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 Gray
Date	29.8.24

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	Ann James
Date	29.8.24

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 framework 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="436 659 985 699">Age</th> <th data-bbox="985 659 1977 699">Count of Age of Child Years</th> </tr> </thead> <tbody> <tr> <td data-bbox="436 707 985 746">Age 0-4</td> <td data-bbox="985 707 1977 746">25.95%</td> </tr> <tr> <td data-bbox="436 754 985 794">Age 5-9</td> <td data-bbox="985 754 1977 794">24.31%</td> </tr> <tr> <td data-bbox="436 802 985 842">Age 10-14</td> <td data-bbox="985 802 1977 842">30.41%</td> </tr> <tr> <td data-bbox="436 850 985 890">Age 15-19</td> <td data-bbox="985 850 1977 890">19.31%</td> </tr> <tr> <td data-bbox="436 898 985 978">Grand Total</td> <td data-bbox="985 898 1977 978"> 3541 <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i> </td> </tr> </tbody> </table>	Age	Count of Age of Child Years	Age 0-4	25.95%	Age 5-9	24.31%	Age 10-14	30.41%	Age 15-19	19.31%	Grand Total	3541 <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>
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<p>Disability percentage/profile of service users who have a disability</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 framework 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="436 1169 985 1209">Disability</th> <th data-bbox="985 1169 2098 1209">Count of Does the Child have a Disability</th> </tr> </thead> <tbody> <tr> <td data-bbox="436 1217 985 1257">Yes</td> <td data-bbox="985 1217 2098 1257">7.20%</td> </tr> <tr> <td data-bbox="436 1265 985 1305">No</td> <td data-bbox="985 1265 2098 1305">92.79%</td> </tr> <tr> <td data-bbox="436 1313 985 1361">Grand Total</td> <td data-bbox="985 1313 2098 1361"> 3541 <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i> </td> </tr> </tbody> </table>	Disability	Count of Does the Child have a Disability	Yes	7.20%	No	92.79%	Grand Total	3541 <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>				
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<p>Sex percentage/profile of service users who are male and who are female</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 framework 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" data-bbox="427 376 2101 646"> <thead> <tr> <th data-bbox="427 376 1400 416">Gender</th> <th data-bbox="1406 376 2101 416">Count of Gender</th> </tr> </thead> <tbody> <tr> <td data-bbox="427 421 1400 461">Male</td> <td data-bbox="1406 421 2101 461">51.56%</td> </tr> <tr> <td data-bbox="427 466 1400 505">Female</td> <td data-bbox="1406 466 2101 505">45.97%</td> </tr> <tr> <td data-bbox="427 510 1400 550">Not stated/recorded (or unborn) and Neither</td> <td data-bbox="1406 510 2101 550">2.53%</td> </tr> <tr> <td data-bbox="427 555 1400 646">Grand Total</td> <td data-bbox="1406 555 2101 646">3541 <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i></td> </tr> </tbody> </table>	Gender	Count of Gender	Male	51.56%	Female	45.97%	Not stated/recorded (or unborn) and Neither	2.53%	Grand Total	3541 <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>						
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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 framework 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" data-bbox="427 834 2101 1220"> <thead> <tr> <th data-bbox="427 834 1400 874">Ethnicity</th> <th data-bbox="1406 834 2101 874">Count of Ethnicity</th> </tr> </thead> <tbody> <tr> <td data-bbox="427 879 1400 919">White</td> <td data-bbox="1406 879 2101 919">72.81%</td> </tr> <tr> <td data-bbox="427 924 1400 963">Mixed or multiple ethnic groups</td> <td data-bbox="1406 924 2101 963">8.76%</td> </tr> <tr> <td data-bbox="427 968 1400 1008">Black, Black British, Caribbean or African</td> <td data-bbox="1406 968 2101 1008">2.02%</td> </tr> <tr> <td data-bbox="427 1013 1400 1053">Asian or Asian British</td> <td data-bbox="1406 1013 2101 1053">1.17%</td> </tr> <tr> <td data-bbox="427 1058 1400 1098">Other ethnic group</td> <td data-bbox="1406 1058 2101 1098">0.90%</td> </tr> <tr> <td data-bbox="427 1102 1400 1142">Information not yet obtained</td> <td data-bbox="1406 1102 2101 1142">5.08%</td> </tr> <tr> <td data-bbox="427 1147 1400 1220">Grand Total</td> <td data-bbox="1406 1147 2101 1220">3541 <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i></td> </tr> </tbody> </table>	Ethnicity	Count of Ethnicity	White	72.81%	Mixed or multiple ethnic groups	8.76%	Black, Black British, Caribbean or African	2.02%	Asian or Asian British	1.17%	Other ethnic group	0.90%	Information not yet obtained	5.08%	Grand Total	3541 <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>
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<p>Gender reassignment percentage/profile of service users</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><i>who have indicated they are transgender</i></p>	
<p><i>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</i></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><i>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></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><i>Religion and/or belief percentage/profile of service users religious beliefs</i></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><i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></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>

Appendix 2 – County Council 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

Appendix 3 – Round three providers and services they provide:

Provider	Lot	Services
2nd Chance First Aid	Lot 3	Paediatric First Aid Training
A+bility	Lot 3	Mentoring Family Support Family Contact Welfare Checks Community Based Support
Belong2 Limited	Lot 3	Mentoring
Chrysalis CIC	Lot 3	Mentoring
Dragonfly Therapeutic services	Lot 2	Dialectical Therapy (branch of CBT) Equine-assisted Therapy Eye Movement Desensitisation and Reprocessing (EMDR)
Frances Grant	Lot 1	Regulation 24 Fostering Assessments Special Guardianship Assessments Sibling Assessments Contact Assessments Contact Supervision Parenting Assessments
Hector Independent Assessment Ltd	Lot 1	Parenting and Parenting Capacity Assessments. Parent Assess Assessments. SGO Assessments Independent Social Work Assessment

Howard Psychology Limited	Lot 1	Child and Adult Cognitive Assessments Child and Adult Psychological Assessments
Purple Elephant in the Room Ltd	Lot 1 Lot 2 Lot 3	Independent Social Work Assessments Parenting Assessments Special Guardianship Assessments Counselling Solution Focussed Brief Therapy Therapeutic Life Story Work Therapeutic Support for Sexualised/Sexually Harmful Behaviour Therapeutic/Attachment Focussed Parenting Support Family Support Family Contact Community-Based Support
Shield Training	Lot 3	Paediatric First Aid
SV Mentoring	Lot 3	Mentoring Support Family Support Family Contact Welfare Checks Community-Based Support
TMS mentoring Ltd	Lot 3	Family support Supervised contacts Welfare visits
YES Mentoring	Lot 3	Mentoring
Midhurst Children's Therapeutic Services - MCTS	Lot 1	Specialist Psychological assessments. Cognitive Assessments Capacity Assessments
Young Gloucestershire	Lot 2	Art therapy.

Lot 3

Lego-based therapy.
Mentoring
Family support
Community-based support