

Showing Due Regard to the Public Sector Equality Duty when setting our Medium Term Financial Strategy (2013/14 2014/15)

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Section 1

1. Background

In April 2011, we launched a new Council Strategy which outlined a four year programme of change: our 'Meeting the Challenge' (MTC) strategy. Our strategy is based upon what local people told us through our 2011 'Let's Talk' campaign where we engaged almost 5,000 people in discussions about priorities.

We identified three values to help shape our decision making and plans for the future. These are:

- Living within our means
- Providing good basic services
- Helping communities to help themselves

The following priorities were identified in partnership with local people to support these values:

- Getting our own house in order
- Protecting vulnerable groups
- Supporting active communities
- Building a sustainable community

These priorities reflect the changing demand for council services, as well as the need to save £114 million.

2. The MTFS (2013/14-2014/15)

The MTFS is a strategic three year plan of internal resource allocations which helps us to deliver our council strategy. The MTFS is updated and refreshed on an annual basis with changes in allocation determined in accordance with the Council's goals and priorities.

We are now in the third year of our strategy and in the planning stages of setting our priorities and budgets for our MTFS 2013/14.

Our 2013/14 final budget proposal is based on a budget of £409.78 million (excluding Public Health) which represents a decrease in cash terms from 2012/13 of £15.4 million or 3.5%. The budget including the new Public Health responsibilities is £430.91 million. Our budget contains:

- £12.3 million of investment into services, particularly those for older people and vulnerable adults
- £7.5 million to cover for increased costs due to inflation, where contractually obligated

- Funding for £40.3 million of new capital investment in roads, schools and other services, without any additional borrowing
- £35.2 million of savings, many of which are a continuation of the “Meeting the Challenge” projects, which were introduced in 2010/11 following extensive consultation.

This document will outline how the council has shown ‘due regard’ to the requirements of the general duty during the development of the 2013/14 - 2014/15 budget proposals, the third year of our strategy.

The council must consider how it can address the three aims of the general equality duty, outlined below, in all activities of its work, including when setting its annual budgets.

The three aims of the general duty are to:

- eliminate unlawful discrimination, harassment, and victimisation;
- advance equality of opportunity between those with a protected characteristic and others; and
- foster good relations between these groups.

The protected groups are: age, civil partnership and marriage, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, and sexual orientation.

3. Consultation

As the council continues to face further financial constraints on its budget it has never been more important to make sure that the services that we deliver are the right ones and meeting the needs of the most vulnerable groups in our county. To do this we have again gone back to local people to consult on the development of our 2013/14 budget and our priorities.

The development of the 2013/14 Budget involved two phases of consultation and engagement.

Phase 1: This took the form of an online survey canvassing opinions on whether our existing priorities were still right for the council and important to the people of Gloucestershire.

Phase 2: This phase was a targeted telephone survey which provided 1,1000 responses (statistically representative of the resident population). The results indicate a high level of public support for the council’s priorities with a high level of consistency with last year’s figures.

We are committed to ensuring that we hear from all the different communities within Gloucestershire, particularly those groups whose needs are growing and/or changing. To do this we have reviewed the equalities information about the individuals responding to our consultation to identify gaps in engagement across the different groups. A report outlining who we have engaged with can be found on the Council’s website.

Throughout the year we have also engaged stakeholders, communities and service users on a wide number of policy areas including our Health and Well Being strategy, our approach to supporting carers, changes to school funding, an on-line pupil survey, on our Fire Service's Integrated Risk Management Plan and Highways – Your Way’.

Findings from these activities have also informed our plans and budget proposals and can be viewed on our website.

4. Evidence

We have also gathered a stronger evidence base across the different protected groups to gain an understanding of what services they may need and/or are currently accessing. New sources of evidence include our 2012 Carers’ survey, a revised demographic study of Gloucestershire and our 2012/13 service user data report. A full list of our evidence sources across all the protected groups can be viewed in annex 1.

Section 2

Budget area: Adults

1. What we do with this budget

Adult social care has a proposed (2013/14) net budget of **£152.332m**, the single biggest area of expenditure of the County Council.

Services delivered from the adult social care budget include:

- Advice, assessment and care management for people with social care needs
- Delivery of social care services to people with eligible needs, through personal budgets, contracted provision and in house services
- Safeguarding vulnerable adults against harm

2. What our evidence shows

The analysis from our updated evidence base have reaffirmed our findings and our MtC strategy back in 2011. Age (Older people), Disability and Gender are the protected groups that feature most significantly under this budget area. This is evidenced by the demographic changes taking place in Gloucestershire and the continued increase in demand for adult social care services. Our evidence indicates that:

- Over 25,000 people are receiving services from adult social care. Almost 90% of those services are delivered in the community and the remaining as residential or nursing care.
- 63% of service users are female.
- The number of people aged 75 and over, the ages at which GCC adult services are most likely to be required, is projected to increase by an annual average of 1,500 between 2010 and 2020, and by 2,300 between 2020 and 2035. The fastest rate of growth will be amongst those aged 85 and older.
- Physical disabilities are the largest area of need within adult social care service users with almost a quarter of users also having some form of sensory impairment. This demand is increasing.
- There are approximately 2,100 (11% of users) people over age 18 with severe to moderate learning disabilities including autistic spectrum disorders in Gloucestershire.
- 62% of our service users are over 75 years of age or older.
- About a quarter of our service users have some form of mental health issue.
- In Gloucestershire, there are estimated to be 8,395 people living with dementia. That number is expected to almost double over the next 20 years
- There is an increasing number of users from eastern Europe.
- Between April 2010 and March 2011 we carried out over 4,500 carer's assessments.
- Over 6 per cent of our service users are themselves carers.

Our consultation highlights that local people also recognised the needs of these groups as yet again you have told us to prioritise and find ways to support vulnerable people.

3. How we have considered the protected groups affected when developing the adult social care budget

The Adult Social care budget is being protected and further investments made to reflect the increased costs as demographics indicate people live longer and needs increase. This is in comparison to all other budgets areas which have seen a reduction. Despite this overall protection, we still need to reduce our costs by **£9.270m** in order to live within our means.

Our challenge is to maintain adult social care services in the face of increasing demand across three key protected groups, age, disability and gender with significantly reduced resources. The budget has been constructed following a pre-budget consultation and aims to safeguard those in greatest need and to provide sufficient resources to effectively safeguard and protect the most vulnerable whilst addressing the growing unsustainable demand in services.

Below, table 1 outlines how these cost savings will be made in our adult budget and what this means for the relevant protected group.

Table 1: The key cost increases/decreases in our adult social care budget and what this means for the relevant protected group (PG)

Budget proposal	PG	What does this mean and how will we do it	Potential opportunity/Challenge (impact)	Strengthening action/Monitoring
<p>1. Service changes to reflect increased demand and demographic growth.</p> <p>Some additional funding has been invested in this year's budget to reflect demand for older people and those with disabilities.</p>	<p>Age</p> <p>Disability</p> <p>Gender</p>	<p>Our aim is to provide safe and effective care for older people and those with disabilities.</p> <p>Despite the fact that we are putting in additional investment to address demographic growth and increased demand, some service changes will be required.</p> <p>We will increase our focus on community support and involvement, early intervention, prevention and reablement services.</p> <p>We will:</p> <ul style="list-style-type: none"> Protect investment in our reablement strategy. In partnership with our NHS partners we will ensure that there are effective and efficient services in place in Gloucestershire so that most older people do not need care packages after their stay in hospital or accident or illness and there is sufficient support to learn or relearn the skills necessary for daily living. Develop robust preventative strategies and implement: Our Health and Well Being strategy and Your Health, Your Care plans. Decommission services that are no longer viable as service users' preferred choices change as they opt to meet their needs in different ways. (personalisation agenda) 	<p>Opportunity: Community</p> <p>This has the potential to positively impact on community groups across all the protected groups as we work more closely with the community to stimulate the market and empower communities who want to be involved.</p> <p>Challenge: Service users</p> <p>We want to maintain positive outcomes for older people and recognise that introducing the magnitude of transformational change in adult social care will require careful implementation and monitoring. This allows the council to review and make changes to its plans if that becomes a necessary course of action.</p>	<p>n/a</p> <p>1. Carry out further due regard considerations as implementation takes place.</p> <p>2. Introduce additional measures to assess how the different protected groups affected are impacted by our strategy. For example:</p> <ul style="list-style-type: none"> % of adults (65+) receiving self directed support % of adults with learning difficulties receiving self directed support % of adults with mental health issues receiving self directed support % of adults with physical difficulties receiving self directed support

Budget proposal	PG	What does this mean and how will we do it	Potential opportunity/Challenge (impact)	Strengthening action/Monitoring
<p>2. Service changes to internally and externally provided placements.</p> <p>Some additional investment has been included in this year's budget to support placements for older people.</p>	<p>Age</p> <p>Disability</p> <p>Gender</p>	<p>We want to reduce reliance on institutional care, create innovate alternatives and encourage the use of universal services, recognising that there will always be a place for specialists too.</p> <p>We will:</p> <ul style="list-style-type: none"> • Stimulate the market and work with communities to develop alternative provisions of service • Explore new ways to develop links with the employment market to support the employment of disabled people • Work with partners to develop new opportunities for volunteering • Have an ongoing 'conversation' with our providers to move towards new models of support • Decommission services that are no longer service users preferred choice • Implement our new Carers Strategy • Engage with service providers to transition to newer models of provision. The Big Plan aims to make things better for people in Gloucestershire with a learning disability. It sets out how the Learning Disability Partnership Board intend to plan services for people with a learning disability, their families and carers. 	<p>Opportunity: Service users Service users will be given the autonomy and choice to request services that they want to address their needs.</p>	<p>n/a</p>
			<p>Challenge: Service users Some service users may not wish to stop accessing current services and may have a reduced service offer available.</p>	<p>1. Carry out further due regard assessments as implementation takes place</p> <p>2. Through continued engagement resulting from Carers Strategy</p> <p>3. Monitor impact measures identified above</p>
			<p>Challenge: Carers Informal carers such as family members will see a change in how someone they care for receives care. This may impact negatively on some carers who are used to patterns of respite that may no longer be available as models of care change.</p>	<p>1. Carry out further due regard assessments as implementation takes place</p> <p>2. Identify support needs of carers through continued engagement with carers and implementation of the Carers Strategy</p>

Budget proposal	PG	What does this mean and how will we do it	Potential opportunity/Challenge (impact)	Strengthening action/Monitoring
			<p>Opportunity and Challenge: Service providers Current providers will be affected as we work to stimulate the market for new innovative provision that gives our service users greater choice and independence. This creates opportunities for new providers to enter the market and enhanced working with local groups.</p>	Monitored through engagement and consultation with the Gloucestershire Care Providers Association (GCPA) and through feedback arrangements established as we develop our Market Position Statement(s) in line with Department of Health guidelines.
<p>3. Increase in funding available for care packages for adults with learning difficulties.</p>	Disability	<p>This change recognises the growing complex support needs for adults with physical and learning difficulties. Increasing funding will support independence, choice and control by service users. We will:</p> <ul style="list-style-type: none"> • Stimulate the market and work with communities to develop alternative provisions of service 	<p>Opportunity: Service users Service users will be given the autonomy and choice to request services that they want to address their needs.</p>	n/a

The following ongoing budget efficiencies affect all protected groups and are focused on service efficiencies

On-going budget efficiency	Rational and potential impact
Fairer charging	<p>With the introduction of personal budgets, it is important that individuals agreed budget is assessed by their need and ability to pay.</p> <p>This may mean that some users will have to pay more for their care but not more than they can afford.</p>
Changes to care packages	<p>Some service users are receiving packages of care which are greater than their assessed need. An on-going review process will identify savings based on service user assessments.</p> <p>This may mean that some users will have to pay more for their care but not more than they can afford.</p>
Limit contract inflation	<p>Keep costs of contracted services down by expecting providers to make efficiency savings.</p>

The impact of all these measures will be monitored through outcome measurements included on the adult social care score card including the additional measures being introduced in 2013.

Budget area: Children and Families

1. What we do with this budget

The children and young people budget has a proposed (2013/14) net budget of **£98,634m**, the second biggest area of expenditure of the County Council. The council also manages an education budget funded directly by the Government, the Dedicated Schools Grant. A separate due regard statement has been completed to ensure the equalities implications of decisions in respect of this budget have been considered.

This budget supports:

- Working in partnership with schools and others to improve the quality of education across Gloucestershire
- Leading and coordinating action to safeguard vulnerable children against harm
- Delivery of social care services to children with eligible needs, through personal budgets, contracted provision and in house services
- Commissioning both targeted and universal services that support a wider population, such as housing-related support and targeted intervention programmes and service

The strategic direction for children's services is set by the local Children and Young People's Plan; this together with the current corporate strategy identifies a clear focus on improving outcomes for the most vulnerable. Our aim is to maximise savings that we can achieve through service redesign and to prioritise and protect direct services to vulnerable children and families. This involves targeting resources where they are most needed with a stronger emphasis on early and targeted intervention.

2. What our evidence shows

There are 138,350 children and young people under 19 in Gloucestershire, 1 in 5 of the population.

The majority of young people in Gloucestershire do well. However we know that there are groups of children and young people who continue to need additional support. This includes looked after children (LAC), children in poverty, disabled children and young people from BME backgrounds. The key protected groups affected include gender, race and disability. Our evidence indicates;

- As of January 2013 there was a total of 2670 children aged 18 and under who were receiving children's social care services.
- Ten per cent of children using social care services are from BME backgrounds and around 6 per cent were children with disabilities.
- Social care referrals for children are rising.

- Disabled young people are disproportionately represented in groups of young people who are not in education, employment or training.
- Young people from BME backgrounds are over represented as first time entrants in youth offending.

3. How we have considered the protected groups affected when developing the children and young people budget

The children and families budget is facing significant constraints as resources are reducing and demands on specialist services continue to increase. Changes in central government funding arrangements are also shifting responsibilities to schools and reducing council central budgets. In 2013/14 we need to reduce our costs by **£6.6m** in order to live within our means, this includes funding allocated to the Supporting People programme which focuses on vulnerable adults.

We have outlined below some of the programmes of work from our 2013/14 plans that will support the needs of the most vulnerable identified from our evidence:

- A new youth services contract to commence in 2013/14 which will offer services targeted on those young people most at risk which includes young people with disabilities, pregnant teenagers and teenage parents and those from BME backgrounds
- The development of core education support services to support vulnerable young people in schools, including those children whose first language is not English, asylum seekers, or who are from traveller communities
- New children centre contracts developed after extensive consultation with users and stakeholders
- A programme of work responding to government legislation in respect of children and young people with disabilities and Special Educational Needs
- Programmes providing intensive interventions to parents/carers and children including families where domestic abuse, substance or alcohol abuse and/ or homelessness is an issue
- Improving corporate parenting and developing a strategy which sets permanence for children as a priority
- Continuing to invest in more flexible housing related support for vulnerable adults

Table 2, below, outlines the main budget proposals and what this means for the relevant protected group.

Table 2: The key cost increases/decreases in our children and families budget and what this means for the relevant protected group(PG)

Budget change proposal	PG	What does this mean and how will we do it	Potential opportunity/Challenge (impact)	Strengthening action/Monitoring
Supporting People	All	The Supporting People's Strategy aims to shift investment into developing more flexible, generic services that will be responsive to changes in the pattern of needs; reduce reliance on accommodation-based services and put more emphasis on maintaining independence and/or moving people into employment, education and training as well as promoting health and well being.	Challenge: Service provider Service provision that does not align to our new model of provision that aims to promote better outcomes for vulnerable adults and their families will be decommissioned.	Service providers are able to tender for new contract opportunities.
		This will support broader adult social care objectives of promoting independent living and reablement.	Challenge: Service user Service users will see changes in service provision and will be required to adapt to new models of support. There is limited data on the protected groups of individuals accessing services aimed at supporting people.	We will procure a new management information database that will allow us to collate and analyse service users' profiles to assess outcomes by protected characteristic and also inform service design.
Investment in targeted youth support	Disability Race Gender	The Council is focusing its resources on young people who are in greatest need and those at risk of not making a successful transition into adulthood. We have awarded a new contract to deliver a programme of services from April 2013/14.	Opportunity: Service user Improve transitions between adult and children's services. Targeted intervention on young people with disabilities, pregnant teenagers and those from BME backgrounds.	1. Through monitoring of contract performance/outcome measures specific to: <ul style="list-style-type: none"> • Reducing disability in NEET • BME outcomes • Teenage pregnancies • Improve support through transitions

				2. Report annually on BME youth offending figures to the Youth Justice Board and put in place an action plan if necessary.
Outside county placements for looked after children	All	A reduction in the external agency placement budget.	<p>Opportunity Reduce high cost placements of looked after children but providing more appropriate packages of care for young people more locally and earlier.</p> <p>Challenge Continuing to manage the numbers of looked after children to ensure that the profile continues to reflect reduced numbers of teenagers.</p>	n/a Robust oversight of numbers increased and alternatives available.
Changes in Early Intervention Grant (The EIG is a grant from central government which funds services such as children centres, youth services, disabled children's services, family support and specialist early years services).	Race Disability Gender	The government has confirmed that it will transfer an element of the EIG to the Dedicated Schools Grant to fund early years places for 2 year olds, and apply a significant reductions of 26% to the remaining EIG. As a consequence of Government reductions in this Grant, commissioning plans are being revised. There may be some changes to services as a result.	<p>Opportunity Funding now available for the most deprived 2 year olds across the county supporting better outcomes across all the protected groups and in particular, Race, Disability and Gender.</p>	n/a
			<p>Challenge A clear strategy for early intervention needs to be in place which maintains a level of service which avoids increased numbers of children requiring high level emergency services.</p>	Carry out further due regard assessments as changes to services are introduced.

Budget area: Communities and Infrastructure

1. What we do with this budget

The Communities and Infrastructure budget has a proposed (2013/14) net budget of **£85,194m**, this includes savings of **£7.972m**.

Services delivered from this budget include: highways, transport, planning, economic development, waste, fire and rescue, trading standards, carbon reduction, police contract, community offer, and libraries.

2. What our evidence shows

The broad nature of the service offering under this budget area makes it difficult to identify one or more of the protected groups that would have additional support needs across all the service areas. It is more likely that different equality groups would be identified when designing and implementing the different plans or strategies. There are however a number of cross cutting equality themes which we can identify and these are outlined below:

- Accessibility is a highly relevant and recurring equality consideration and has been considered in many of the supporting service plans including the transport asset management plan and the new library strategy.
- Community cohesion and fostering good relations is an important outcome resulting from our big community offer.

3. How we have considered the protected groups affected when developing the budget proposals

In 2013/14 we need to reduce our costs by £5,401m. There are 6 main programmes of saving reductions activity focused on meeting basic needs, living within our means and helping communities to help themselves.

Table 3 below outlines the main budget proposals and what this means for the protected groups.

Table 3: The key cost increases/decreases in our communities and infrastructure budget and what this means for the relevant protected group (PG)

Budget change proposal	PG	What does this mean and how will we do it	Potential opportunity/Challenge (impact)	Strengthening action/Monitoring
Fire and Rescue	Disability Age Race Gender	Service changes will be introduced through the implementation of the Integrated Risk Management Plan. This was developed following extensive consultation which took place from October 2011 to January 2012. The plan includes: <ul style="list-style-type: none"> • Reviewing staffing • Opening of new stations with associated crewing and operational changes • Focussing discretionary activity on the most vulnerable 	Challenge and Opportunity Home Fire Safety Checks will target those shown as most vulnerable to fire. The impact on protected groups including older people, disability, younger people and some BME groups will be monitored.	Monitor incidents, by protected group.
Highways	Disability Age Gender	Cost savings will be made by: <ul style="list-style-type: none"> • Restructuring of service areas; back office efficiency gains through streamlining processes • adopting a new service standard for highways • launching the highways Big Community Offer; • letting a new highways contract 	Opportunity To ensure accessibility and well being considerations are integrated into our retendering activities and new service standard. Challenge Although service changes/reductions are designed to create improvements as well as make savings some changes may impact negatively on some groups more than others. This will be identified through careful monitoring of complaints and performance measures with external providers.	n/a 1. Carry out further due regard assessments as implementation takes place 2. Monitor complaints by protected group and reason for complaint.

Budget change proposal	PG	What does this mean and how will we do it	Potential opportunity/Challenge (impact)	Strengthening action/Monitoring
Buses and Parking	Young people Older people Disability	This will be achieved through: <ul style="list-style-type: none"> • redesigning the subsidised public bus network • introducing new on street parking schemes within the main settlements in the County 	Consultation on both of these activities has already been completed along with assessments of equality impact. These can be found published on our website.	n/a
Economy and Environment	Race	There are a number of cost saving activities taking place. The most relevant to equality is outsourcing the provision of gypsy and traveller and countryside sites.	Completed assessments of impact can be viewed on our website.	n/a

Section 3

Workforce

The County Council's budget proposals for 2013/14 and how these impact upon the services being delivered are outlined in Section 2 of this paper.

As with any budget reduction process there will inevitably be an impact on the workforce charged with commissioning and/or delivering the future provision of services to the County of Gloucestershire. With this in mind this section aims to outline how the significant change anticipated will affect our workforce and the measures we intend to take to manage this.

The Council has considerable experience of managing large scale change programmes and ensuring that implications for employees are explored and positively addressed. The emphasis has been and will continue to be on supporting staff through change. The County Council has put in place a range of support mechanisms to help staff through challenging periods as evidenced by arrangements for the outworking of the first phases of the "Meeting the Challenge" programme. It publicises these support services on its internal staffnet site including the continuing availability of the Employee Assistance Scheme.

The County Council is determined to make the very best use of the constrained resources available to us and to continue to build on the progress we have made over the past two years of our four year "Meeting the Challenge" programme. The impact of the significant changes on our workforce during this period includes:

- a. Reductions in the workforce headcount as service efficiencies and changes to service delivery are made. As one would expect when embarking on an ambitious change programme, we reduced our staff numbers by 818 in 2011 with a further headcount reduction of 392 during 2012. These headcount reductions have been achieved through a variety of means including natural wastage, early retirement, organisational change and non-renewal of fixed term contracts of employment.
- b. The review of services and procurement exercises together with community engagement has enabled us to transfer some services from the Council to other providers. As a result, the staff working within those services have transferred to the new providers.
- c. A reduction in our office accommodation space, which has meant some staff moving location and/or working in more open plan office accommodation, has been managed through the Accommodation Strategy Project Group and the emerging WorkSmart programme, with a focus on better use of office space designed to aid effective communications and support more efficient working practice.

As part of the “Meeting the Challenge” programme there have been changes to the terms and conditions of employment for staff. Those changes were the subject of consultation and negotiation with Trades Unions and employees and equality impact assessments were undertaken on them. The changes include:

- Standardisation of additional payments and allowances, including those for: weekend; bank holiday; night work; standby and overtime.
- Flexibility and Mobility clauses applied to all employee contracts across the Council.
- Reduction in reimbursement in respect of membership of professional associations, practising certificates and registration fees with the working assumption that payment will not be made unless there is a clear business case.
- Introduction of a local scheme that mirrors the HMRC mileage rate for reimbursement of employee mileage on Council business, which includes removal of the essential user lump sum allowance and replacing different rates for casual and essential users.
- Introduction of a formal scheme to enable individual employees to ‘purchase’ up to two weeks additional leave, with deductions from pay spread over the financial year.
- Introduction of formal scheme to enable individual employees to request a voluntary reduction in their contracted working hours in order to assist reductions to budgets and support flexibility and diversity in the workforce while ensuring effective service delivery.

In 2013/14 we will continue to see further organisational change as service redesign projects are implemented and efficiencies made. Staffing structures will be designed with best value in mind ensuring that financial efficiency targets are achieved while at the same time utilising employees’ skills in the most effective way to ensure that:

- the composition of the Council’s workforce is such that the right people are in the right place at the right time to ensure the Council’s objectives can be achieved; and
- the workforce is appropriately skilled to meet the demands of the current and future service provision.

Table 4 below outlines what we believe are the main equality challenges and opportunities facing our workforce from this year’s budget proposals.

Evidence and consultation

Our 2011 Workforce Equality and Diversity Report has been the primary source of evidence used to consider the Equality Duty when reviewing how changes may impact on our workforce. The monitoring information is from January to December 2011.

Table 4: Equality challenges and opportunities facing our workforce proposed in this year's budget.

Change	Equality considerations	PG ¹ affected	Challenges/opportunities	Strengthening action
<p>A reduction in workforce numbers</p>	<p>Since we introduced our Meeting the Challenge strategy we have taken positive steps to embrace change through actions to minimise compulsory redundancies particularly on front line services, including:</p> <ul style="list-style-type: none"> • Reduction in senior management (costs and posts) • Managing vacancies, only filling vacant posts that are essential and via the redeployment pool whenever possible • Offering flexible working arrangements. <p>We have reduced our headcount by 818 employees in 2011, and 392 in 2012 and there may be some further reductions in 2013/14.</p> <p>We are mindful that some groups of employees may be impacted more than others and this is reflected in the Due Regard statements in respect of the decision-making process.</p> <p>A snapshot of our overall workforce in 2011 indicates that:</p> <ul style="list-style-type: none"> • 68% of our workforce are female • 4% of our workforce are from black and ethnic minority backgrounds • 3% class themselves as having a disability • the highest percentage of the workforce is in the age category 46 – 55, closely followed by those aged 36-45. • 82% of our part time workers are female <p>For 2012 a snap-shot of the workforce indicates</p>	<p>Gender</p>	<p>As of 1st January 2012 the council employed 4359 people working across all our service delivery areas.</p> <p>In 2011 1183 employees left the Council:</p> <p>72% of leavers were female 28% of leavers were male 2.5% of leavers were disabled 4% of leavers were from BME backgrounds</p> <p>This is broadly reflective of the demographic profile of employees in the council's workforce and the impact is therefore, not considered to be disproportionate. The council will continue to support the retention of female and male staff with flexible working practices and family friendly policies and other measures as appropriate to the particular circumstances.</p> <p>In 2012 392 employees left the Council:</p> <p>66% of leavers were female 34% of leavers were male 4% of leavers were disabled 4% of leavers were from BME backgrounds</p> <p>The impact on Protected Groups is not considered statistically significant.</p>	<p>Continue to monitor and review workforce diversity data, reporting through the annual workforce diversity report.</p> <p>We have in place transition support for leavers.</p> <p>Continue to consider due regard in relation to the diversity profile of the workforce when making changes to services and developing workforce strategies.</p>

Change	Equality considerations	PG ¹ affected	Challenges/opportunities	Strengthening action
	<p>that:</p> <p>73% of our workforce are female 27% of our workforce are male 3% of our workforce are disabled 4% of our workforce are from black and minority ethnic backgrounds.</p> <p>Further diversity information about our workforce can be viewed on the GCC website.</p>			
<p>Outsourcing of services and transfer of employees under TUPE</p>	<p>Due to the nature of the changes taking place across the council, a number of services previously run by the council will be outsourced.</p> <p>When outsourcing services the Council has a responsibility to ensure that the Public Sector Equality Duty has been considered. We do this as follows:</p> <ul style="list-style-type: none"> • By integrating equality considerations into the procurement stages, from identifying suitable providers to putting in place contract service performance measures. • Requesting information from potential providers that demonstrates how they embed and promote equality into their own employment practices. • Ensuring, if relevant, that equality consideration has been integrated into any commissioning, procurement and due diligence proceedings for staff being transferred to the new provider. 	Disability	<p>We want to ensure that employees with existing reasonable adjustments, or any form of additional support, continue to have those needs met by their future employer.</p> <p>Opportunities can be taken, through drafting of the service specification and contract clauses, to ensure the council's equality duties are met by the new provider.</p>	<p>A working group has been established with the aim of improving communications, co-ordination and process management in respect of commissioning and procurement programmes of work.</p> <p>Enhancements to contract management processes to be developed, which will facilitate due regard to the equality duty and the council's ability to monitor performance.</p>

<p>Changes to office accommodation</p>	<p>There have been a number of projects that aim to optimise how we use office accommodation. This includes relocation of over 300 staff to Shire Hall.</p>	<p>Disability Gender (Carers)</p>	<p>Some staff affected by the office moves may have specific needs that will still need to be met within any new working environment.</p> <p>Support and guidance to staff and managers is already available to ensure any workplace move does not disadvantage any staff member with a disability. Trade unions have already been consulted in this regard.</p> <p>Staff with caring responsibilities who find themselves with additional travelling time as a result of a move will continue to have their needs considered if this is negatively impacted on their ability to continue with caring responsibilities.</p>	<p>Manager and staff guidance will be enhanced as the work of the Accommodation Strategy Project Group is further developed.</p> <p>Trade union consultation in respect of staff relocation and related matters will continue throughout the change programme. This will include due regard to related equality issues.</p>
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¹ PG- Protected group

Annex 1

Our Evidence base across the protected groups: Age, Disability, Gender and Race

The council has good demographic and service user data for age, disability, gender and race. Table 1 below outlines the sources of evidence that we have referred to and the main findings from this evidence for the protected groups, Age, Gender, Disability and Race.

Table 1: A summary of the key facts across the protected characteristics, Age, Disability, Gender, and Race

Protected group	Trends	Source
Age	<p>People are living longer</p> <ul style="list-style-type: none"> • Life Expectancy up 2.3 years for Male and 1.8 years for Female in past 8 years • Average county Life Expectancy at birth. 2000-2002: Male: 77.4 years, Female: 81.7 years 2008-10: Male: 79.7 years, Female: 83.5 years <p>Looking more closer at Older people in Gloucestershire 2012 - 2017</p> <ul style="list-style-type: none"> • 65+ 10% increase in people living alone (4,600) • 85+ 15% increase in people with dementia (4,805) • 65+ 12% increase in people with learning disabilities 	<p>Office for National Statistics, January 2012</p> <p>DCLG 2008-based Household Projections</p>
	<p>Increase in adults aged 65+ receiving social care services: Total is now : 17,663 Projected 2017 Total: 21,040</p>	<p>POPPI, 2012</p>

	<p>Increase in children's social care referrals of 15% from 2006/07 to 2010/11 to 693</p> <p>The trend lines are the linear lines of best fit. Projected 2017 Total: : 7,074</p>	<p>Service user report 2011/12 Service user report 2012/13</p>
	<p>Across the autistic spectrum there are an estimated 535,000 children and adults living in the UK. Like most other areas, there is a lack of comprehensive data on numbers of people with autism in Gloucestershire. A study of the prevalence of ASC in adults (over 18) published in 2012 by the NHS Information Centre for health and social care estimated national prevalence to be 1.1%.</p> <p>The Office for National Statistics mid year estimate gives the population of Gloucestershire aged 18+ as 476,120. Applying this prevalence rate locally would mean 5237 people with autism in Gloucestershire.</p>	<p>ONS, 2012, Autism strategy 2013-16</p>
Disability	<p>The estimated number of people living in Gloucestershire with dementia is over 8,500.</p> <p>Given the ageing population, this is a challenge that will only grow in size, with the number of people with dementia projected to rise to over 14,500 by 2032.</p>	<p>POPPI, 2012</p>
	<p>As the population gets older, there will be more people with mental, physical and learning disabilities.</p> <p>With improved life expectancy for people with learning disabilities the estimated number of people aged 65+ with moderate or severe learning disabilities in the county is estimated to rise from 330 in 2012 to 466 in 2032. The number of adults aged 18-64 with the same level of learning disability is forecast to rise from 1,943 to 1,994 in the same period.</p>	<p>PANSI, POPPI, 2012</p>

	<p>The number of adults aged 18-64 with moderate or serious physical disabilities is forecast to remain about 38,000 over the next 20 years.</p> <p>Mental health numbers –various measures in PANSI – all showing flat trend (e.g common mental disorder 57,413 in 2012 falling to 56,527 in 2032).</p>	
	<p>Increase in carers numbers –</p> <p>Gloucestershire trend data from census available on our Inform web portal by end of.</p> <p>More women requesting adult social care than men – In 2011/12 over 62% of adult care service users were women.</p>	<p>Leeds University ‘Valuing Carers’ / Carers UK estimate 12/13 service user report</p> <p>NASCIS, 2012</p>
	<p>BME Adults less likely to report safeguarding .</p>	<p>Abuse of Vulnerable Adults (AVA) return</p>

Workforce

2011/12 Workforce Diversity Report

The following relates to children and young people. It includes school exclusions and FE for which data is available. The data are in the public arena unless marked otherwise.

Data item	Source	Comments
NEET	Published by the DfE. Quarterly NEET statistics. Latest - http://www.education.gov.uk/rsgateway/DB/SFR/s001099/index.shtml Internal source: Prospects/P+	
Statements	DfE: Statistical First Release – annual. 2,335 (2.6%) at Jan 2012. Internal source: SEN team.	<u>All schools including independents & nurseries</u> 5 year trend: 2,300 by 2020, 2,400 by 2030 3 year trend: 2,900 by 2020, 3,500 by 2030 (to nearest 100, linear regression, in Glos schools)
Autism	School Census provides additional information - pupils with SEN recorded as having an Autistic Spectrum Disorder. Annual. Internal source: SEN team.	Pupils in Gloucestershire Schools at School Action Plus and with Statements of SEN only. <u>Includes academies.</u> (Note that a primary need is recorded for all pupils on these stages of the SEN Code Of Practice.) Pupils with statements maintained by Gloucestershire. <u>Includes academies.</u>
Gender	Educational outcomes by gender: The DfE - Statistical First Releases The ONS - Neighbourhood Statistic For individual schools – the DfE, underlying data for the Performance Tables	<u>Includes academies.</u> Top tier LA level only Smaller geographies, limited range of indicators Key Stages 2 and 4 only

	School exclusions: The DfE: data underlying the Statistical First Release. Annual.	<u>Includes academies.</u> Top tier LA level only.
Race	Educational outcomes by <u>main census group</u> : The DfE - Statistical First Releases The ONS - Neighbourhood Statistics (Educational outcomes by <u>finer ethnic groups</u> can be provided by P&N. Some in Performance Plus) School exclusions: The DfE: data underlying the Statistical First Release. Annual.	<u>Includes academies</u> Top tier LA level only. Smaller geographies, limited range of indicators. <u>Includes academies.</u> Top tier LA level only.
Post-16 education	Education Funding Agency (EFA) data on students at FE colleges. Protected data.	Protected groups recorded: Gender, ethnicity, Learning disability/disability/health problem (by type).
Apprenticeships	National Apprenticeship Service. Protected data.	Gender and LLDD (Yes/No).
Bullying	Bullying is a school issue. No data is collected by the LA.	<i>DfE guidance to schools on recording incidents:</i> “Staff should develop a consistent approach to monitoring bullying incidents in their school and evaluating whether their approach is effective. For some schools, that will mean recording incidents so that they can monitor incident numbers and identify where bullying is recurring between the same pupils. Others do not want to keep written records. We want schools to exercise their own judgment as to what will work best for their pupils.”

Our evidence base across the protected groups: Gender reassignment, Pregnancy and maternity, Religion and/or belief, Marriage and civil partnership, and Sexual orientation

Our evidence base across the newer protected groups is developing. Our service user data includes some data relating to the newer protected groups and this information can be viewed in our [2012/13 service user report](#). Knowledge from our community facing team has helped the council to fill this current gap and we have been able to gain an understanding of the challenges and opportunities facing these protected groups.

Economic data

Employment and unemployment data arranged by age, gender, disability and some ethnic breakdowns can be obtained from the Annual Population Survey (July 2012 to June 2012 latest) Office for National Statistics (ONS).

Unemployment claimant count by age, gender and to some extent ethnicity can be obtained from the Claimant count (November 2012 latest) ONS.

Benefit data by age, gender, disability and ethnicity (February 2012 latest) can be obtained from the Department for Work and Pensions.

Some information covering the additional protected groups can be found on the Inform website at <http://www.gloucestershire.gov.uk/inform/index.cfm?articleid=94020>