

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	Extension of Domiciliary Care Contracts
Person(s) responsible for completing this statement	Mark Branton.
Briefly describe the activity being considered including aims and expected outcomes	It is proposed that the current contractual arrangements for the provision of domiciliary care to older people and people with a physical disability be extended to the maximum allowed end date of 30 th April 2016, subject to the alignment of the actual termination date to the new contractual arrangements to be proposed in the Autumn.

¹ For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

Service user diversity reports are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

Gloucestershire population demographics data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our website including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

Service information (if applicable) or Needs analysis (if applicable)

Who is responsible for delivering the service?	There are fourteen current contracted providers of domiciliary care to older people and people with a physical disability.																		
Service user data/Needs analysis information																			
Age	<table border="1"> <thead> <tr> <th data-bbox="517 512 981 544">Age group</th> <th data-bbox="987 512 2056 544">Services in the Community</th> </tr> </thead> <tbody> <tr> <td data-bbox="517 549 981 580">18-29</td> <td data-bbox="987 549 2056 580">603</td> </tr> <tr> <td data-bbox="517 585 981 617">30-44</td> <td data-bbox="987 585 2056 617">687</td> </tr> <tr> <td data-bbox="517 622 981 654">45-59</td> <td data-bbox="987 622 2056 654">1254</td> </tr> <tr> <td data-bbox="517 659 981 691">60-74</td> <td data-bbox="987 659 2056 691">2082</td> </tr> <tr> <td data-bbox="517 695 981 727">75-89</td> <td data-bbox="987 695 2056 727">4581</td> </tr> <tr> <td data-bbox="517 732 981 764">90+</td> <td data-bbox="987 732 2056 764">1546</td> </tr> <tr> <td data-bbox="517 769 981 801">Not Known</td> <td data-bbox="987 769 2056 801">51</td> </tr> <tr> <td data-bbox="517 805 981 837">Total</td> <td data-bbox="987 805 2056 837">10804</td> </tr> </tbody> </table> <p data-bbox="517 868 2056 970">The above analysis will include service users broader than just domiciliary care but the age profile is considered consistent with the focus of the service to enable older people and people with a physical disability to live in their own homes.</p>	Age group	Services in the Community	18-29	603	30-44	687	45-59	1254	60-74	2082	75-89	4581	90+	1546	Not Known	51	Total	10804
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Disability	All service users will meet the Fair Access to Care criteria which in Gloucestershire is set at substantial and critical so all may be considered to have a high level of disability.																		
Sex	Of the 13,256 adults receiving community and residential services 8,161 (61.6%) are female reflecting the age profile of service provision.																		
Race (including Gypsy & Traveller)	86.0% of adults receiving community and residential services identify against White British. Compared to last year, the number of White British people has reduced by 697. However 9.1% of adult's race is unknown.																		

Gender reassignment	This information isn't recorded.
Marriage & civil partnership	This information isn't recorded.
Pregnancy & maternity	This information isn't recorded.
Religion or Belief	The religion of 5,472 adults receiving community and residential services was not known. 5,230 identified as Church of England and 832 atheist. 518 were recorded as Roman Catholics, 208 as methodists and 146 other. There were 125 baptists, 83 muslims and 17 other religions none of whom had more than 50 recordings were also identified.
Sexual Orientation	This information isn't recorded.

Other information

None.

Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC Workforce diversity reports** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

Total number of GCC staff affected	Not affected.
Age	
Disability	
Sex	
Race (including Gypsy & Traveller)	
Gender reassignment	
Marriage & civil partnership	

Pregnancy & maternity	
Religion or Belief	
Sexual Orientation	

Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	Not applicable
Workforce	Not applicable
Partners	The extension of the contracts to enable time for the development of a future model has been discussed with colleagues within the Gloucestershire Clinical Commissioning Group (GCCG) with Gloucestershire Care Services (GCS) and with Gloucestershire Care Providers Association (GCPA).
External providers of services	GCPA have been engaged as referred to they in turn have led on engagement with both existing "block" and "non block" providers on current and possible future approaches.

Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations..

Protected group	Challenge or opportunity considered and what we did
Age(A)	The service is designed in part to enable older people to continue to live independently.
Disability (D)	The service is designed in part to enable people with a disability to continue to live independently.
Sex (S)	Although the majority of service users are female this is considered to be broadly commensurate with the general population allowing for the age profile/focus of the service.
Race (including Gypsy & Traveller)(R)	None at this stage although there is no evidence that the service isn't capable of meeting assessed needs irrespective of race.
Gender reassignment(GR)	None at this stage although there is no evidence that the service isn't capable of meeting assessed needs irrespective of gender reassignment.
Marriage & civil partnership (MCP)	None at this stage although there is no evidence that the service isn't capable of meeting assessed needs irrespective of marital status.
Pregnancy & maternity (PM)	None at this stage and there would be very few instances when this would apply to the service user group.

Religion and/or Belief (RAOB)	None at this stage although there is no evidence that the service isn't capable of meeting assessed needs irrespective of religious belief.
Sexual Orientation(SO)	None at this stage although there is no evidence that the service isn't capable of meeting assessed needs irrespective of religious belief.

Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
Further opportunities to promote the Equality Duty should again be considered as a part of the development of the longer term approach to be presented to Cabinet in the Autumn.	Shaun O'leary	Autumn 2014

Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

The longer term approach will be presented to Cabinet in the Autumn

Sign off and Scrutiny

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

Senior level sign off:

M. M. Wilkes

Date:

19.06.2014

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.

Name of relevant Portfolio Holder/Cabinet Member:

ANDREW GRAVES

Signed by Portfolio Holder/Cabinet Member:

[Signature]

Date:

24/6/14

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.