

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':	Bed Based Care Review
Person(s) responsible for completing this statement	Louise Proud
Briefly describe the activity being considered including aims and expected outcomes	To develop a consistent and robust approach to commissioning bed-based care for older people in order to develop this market to accommodate future needs.

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)

<p>Who is responsible for delivering the service?</p>	<p>Currently a market of approximately 150 external providers of nursing and residential homes across the County. As detailed in the sections below, the number of homes is unlikely to change as a result of the proposed changes, although one of the intended outcomes of the project is that the type of care provided will shift to accommodate the changing need profile of service users in the County.</p>																																													
<p>Service user data</p>																																														
<p>Age</p>	<p><i>Enter age percentage/profile of service users</i></p> <table border="1"> <thead> <tr> <th colspan="3" data-bbox="703 624 824 655">Nursing</th> </tr> <tr> <th data-bbox="495 671 645 703">Age bracket</th> <th data-bbox="703 671 808 703">Number</th> <th data-bbox="853 671 994 703">Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="495 711 568 743">25-29</td> <td data-bbox="808 711 824 743">2</td> <td data-bbox="949 711 1032 743">0.12%</td> </tr> <tr> <td data-bbox="495 751 568 783">30-34</td> <td data-bbox="808 751 824 783">3</td> <td data-bbox="949 751 1032 783">0.18%</td> </tr> <tr> <td data-bbox="495 791 568 823">35-39</td> <td data-bbox="808 791 824 823">6</td> <td data-bbox="949 791 1032 823">0.36%</td> </tr> <tr> <td data-bbox="495 831 568 863">40-43</td> <td data-bbox="808 831 824 863">1</td> <td data-bbox="949 831 1032 863">0.06%</td> </tr> <tr> <td data-bbox="495 871 568 903">44-48</td> <td data-bbox="808 871 824 903">7</td> <td data-bbox="949 871 1032 903">0.42%</td> </tr> <tr> <td data-bbox="495 911 568 943">49-54</td> <td data-bbox="792 911 824 943">22</td> <td data-bbox="949 911 1032 943">1.31%</td> </tr> <tr> <td data-bbox="495 951 568 983">55-59</td> <td data-bbox="792 951 824 983">11</td> <td data-bbox="949 951 1032 983">0.66%</td> </tr> <tr> <td data-bbox="495 991 568 1023">60-64</td> <td data-bbox="792 991 824 1023">35</td> <td data-bbox="949 991 1032 1023">2.09%</td> </tr> <tr> <td data-bbox="495 1031 568 1062">65-69</td> <td data-bbox="792 1031 824 1062">54</td> <td data-bbox="949 1031 1032 1062">3.23%</td> </tr> <tr> <td data-bbox="495 1070 568 1102">70-74</td> <td data-bbox="792 1070 824 1102">93</td> <td data-bbox="949 1070 1032 1102">5.56%</td> </tr> <tr> <td data-bbox="495 1110 568 1142">75-79</td> <td data-bbox="777 1110 824 1142">166</td> <td data-bbox="949 1110 1032 1142">9.92%</td> </tr> <tr> <td data-bbox="495 1150 546 1182">80+</td> <td data-bbox="763 1150 824 1182">1274</td> <td data-bbox="934 1150 1032 1182">76.11%</td> </tr> <tr> <td data-bbox="495 1190 568 1222">Total</td> <td data-bbox="763 1190 824 1222">1674</td> <td data-bbox="918 1190 1032 1222">100.00%</td> </tr> </tbody> </table>	Nursing			Age bracket	Number	Percentage	25-29	2	0.12%	30-34	3	0.18%	35-39	6	0.36%	40-43	1	0.06%	44-48	7	0.42%	49-54	22	1.31%	55-59	11	0.66%	60-64	35	2.09%	65-69	54	3.23%	70-74	93	5.56%	75-79	166	9.92%	80+	1274	76.11%	Total	1674	100.00%
Nursing																																														
Age bracket	Number	Percentage																																												
25-29	2	0.12%																																												
30-34	3	0.18%																																												
35-39	6	0.36%																																												
40-43	1	0.06%																																												
44-48	7	0.42%																																												
49-54	22	1.31%																																												
55-59	11	0.66%																																												
60-64	35	2.09%																																												
65-69	54	3.23%																																												
70-74	93	5.56%																																												
75-79	166	9.92%																																												
80+	1274	76.11%																																												
Total	1674	100.00%																																												

Residential

Age bracket	Number	Percentage
15-19	1	0.06%
20-24	24	1.53%
25-29	50	3.18%
30-34	42	2.68%
35-39	38	2.42%
40-43	41	2.61%
44-48	91	5.80%
49-54	106	6.75%
55-59	49	3.12%
60-64	54	3.44%
65-69	72	4.59%
70-74	72	4.59%
75-79	92	5.86%
80+	838	53.38%
Total	1570	100.00%

Respite

Age bracket	Number	Percentage
15-19	13	4.30%
20-24	44	14.57%
25-29	24	7.95%
30-34	24	7.95%
35-39	26	8.61%
40-43	11	3.64%
44-48	18	5.96%
49-54	21	6.95%

	<table> <tr><td>55-59</td><td>16</td><td>5.30%</td></tr> <tr><td>60-64</td><td>12</td><td>3.97%</td></tr> <tr><td>65-69</td><td>7</td><td>2.32%</td></tr> <tr><td>70-74</td><td>7</td><td>2.32%</td></tr> <tr><td>75-79</td><td>12</td><td>3.97%</td></tr> <tr><td>80+</td><td>67</td><td>22.19%</td></tr> <tr><td>Total</td><td>302</td><td>100.00%</td></tr> </table>	55-59	16	5.30%	60-64	12	3.97%	65-69	7	2.32%	70-74	7	2.32%	75-79	12	3.97%	80+	67	22.19%	Total	302	100.00%															
55-59	16	5.30%																																			
60-64	12	3.97%																																			
65-69	7	2.32%																																			
70-74	7	2.32%																																			
75-79	12	3.97%																																			
80+	67	22.19%																																			
Total	302	100.00%																																			
	<ul style="list-style-type: none"> • The majority(over three-quarters) of people in Nursing homes are a above the age of 80 • The majority of people in residential homes are above the age of 80 but the majority here is just over half • Less than one third of people in respite care are over 65 and only 22.19% are over 80. 																																				
Disability	<p style="text-align: center;">Nursing</p> <table> <thead> <tr> <th>Disability</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr><td>Learning Disabilities</td><td>14</td><td>0.84%</td></tr> <tr><td>Mental Health</td><td>504</td><td>30.11%</td></tr> <tr><td>Other</td><td>362</td><td>21.62%</td></tr> <tr><td>Physical Disabilities</td><td>794</td><td>47.43%</td></tr> <tr><td>Total</td><td>1674</td><td>100.00%</td></tr> </tbody> </table> <p style="text-align: center;">Residential</p> <table> <thead> <tr> <th>Disability</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr><td>Learning Disabilities</td><td>458</td><td>29.17%</td></tr> <tr><td>Mental Health</td><td>461</td><td>29.36%</td></tr> <tr><td>Other</td><td>117</td><td>7.45%</td></tr> <tr><td>Physical Disabilities</td><td>534</td><td>34.01%</td></tr> <tr><td>Total</td><td>1570</td><td>100.00%</td></tr> </tbody> </table>	Disability	Number	Percentage	Learning Disabilities	14	0.84%	Mental Health	504	30.11%	Other	362	21.62%	Physical Disabilities	794	47.43%	Total	1674	100.00%	Disability	Number	Percentage	Learning Disabilities	458	29.17%	Mental Health	461	29.36%	Other	117	7.45%	Physical Disabilities	534	34.01%	Total	1570	100.00%
Disability	Number	Percentage																																			
Learning Disabilities	14	0.84%																																			
Mental Health	504	30.11%																																			
Other	362	21.62%																																			
Physical Disabilities	794	47.43%																																			
Total	1674	100.00%																																			
Disability	Number	Percentage																																			
Learning Disabilities	458	29.17%																																			
Mental Health	461	29.36%																																			
Other	117	7.45%																																			
Physical Disabilities	534	34.01%																																			
Total	1570	100.00%																																			

	<p style="text-align: center;">Respite</p> <table border="1"> <thead> <tr> <th>Disability</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Learning Disabilities</td> <td>190</td> <td>62.91%</td> </tr> <tr> <td>Mental Health</td> <td>29</td> <td>9.60%</td> </tr> <tr> <td>Other</td> <td>24</td> <td>7.95%</td> </tr> <tr> <td>Physical Disabilities</td> <td>59</td> <td>19.54%</td> </tr> <tr> <td>Total</td> <td>302</td> <td>100.00%</td> </tr> </tbody> </table>	Disability	Number	Percentage	Learning Disabilities	190	62.91%	Mental Health	29	9.60%	Other	24	7.95%	Physical Disabilities	59	19.54%	Total	302	100.00%												
Disability	Number	Percentage																													
Learning Disabilities	190	62.91%																													
Mental Health	29	9.60%																													
Other	24	7.95%																													
Physical Disabilities	59	19.54%																													
Total	302	100.00%																													
	<ul style="list-style-type: none"> • In nursing homes the majority of people with a disability have a physical disability (47.34%) and those with a disability relating to mental health are the second largest group (30.11%) • In residential homes again, the majority of people have a physical disability are represented and those with a disability relating to mental health are the second largest group • In respite care the majority of people have a learning disability 																														
Sex	<p><i>Enter percentage/profile of service users who are male and who are female</i></p> <p style="text-align: center;">Nursing</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>1153</td> <td>68.88%</td> </tr> <tr> <td>Male</td> <td>511</td> <td>30.53%</td> </tr> <tr> <td>Unknown</td> <td>10</td> <td>0.60%</td> </tr> <tr> <td>Total</td> <td>1674</td> <td>100.00%</td> </tr> </tbody> </table> <p style="text-align: center;">Residential</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>1007</td> <td>64.14%</td> </tr> <tr> <td>Male</td> <td>561</td> <td>35.73%</td> </tr> <tr> <td>Unknown</td> <td>2</td> <td>0.13%</td> </tr> <tr> <td>Total</td> <td>1570</td> <td>100.00%</td> </tr> </tbody> </table>	Gender	Number	Percentage	Female	1153	68.88%	Male	511	30.53%	Unknown	10	0.60%	Total	1674	100.00%	Gender	Number	Percentage	Female	1007	64.14%	Male	561	35.73%	Unknown	2	0.13%	Total	1570	100.00%
Gender	Number	Percentage																													
Female	1153	68.88%																													
Male	511	30.53%																													
Unknown	10	0.60%																													
Total	1674	100.00%																													
Gender	Number	Percentage																													
Female	1007	64.14%																													
Male	561	35.73%																													
Unknown	2	0.13%																													
Total	1570	100.00%																													

	Respite																																																
	<table border="1"> <thead> <tr> <th>Gender</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>136</td> <td>45.03%</td> </tr> <tr> <td>Male</td> <td>165</td> <td>54.64%</td> </tr> <tr> <td>Unknown</td> <td>1</td> <td>0.33%</td> </tr> <tr> <td>Total</td> <td>302</td> <td>100.00%</td> </tr> </tbody> </table>	Gender	Number	Percentage	Female	136	45.03%	Male	165	54.64%	Unknown	1	0.33%	Total	302	100.00%																																	
Gender	Number	Percentage																																															
Female	136	45.03%																																															
Male	165	54.64%																																															
Unknown	1	0.33%																																															
Total	302	100.00%																																															
	<ul style="list-style-type: none"> • In both nursing and residential homes, the majority (around two-thirds) of people are female(68.8% and 64..14% • In respite care, the majority are male 																																																
Race (including Gypsy & Traveller)	<p><i>Enter percentage/profile of service users who are from black and minority ethnic backgrounds</i></p> <table border="1"> <thead> <tr> <th colspan="3" style="text-align: center;">Nursing</th> </tr> <tr> <th>Race</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>A1:White British</td> <td>1445</td> <td>86.32%</td> </tr> <tr> <td>A2:White Irish</td> <td>10</td> <td>0.60%</td> </tr> <tr> <td>A3:White Other</td> <td>29</td> <td>1.73%</td> </tr> <tr> <td>B4:Mixed Other</td> <td>1</td> <td>0.06%</td> </tr> <tr> <td>C1:Asian Indian</td> <td>1</td> <td>0.06%</td> </tr> <tr> <td>C3:Asian Bangladeshi</td> <td>1</td> <td>0.06%</td> </tr> <tr> <td>C4:Asian Other</td> <td>2</td> <td>0.12%</td> </tr> <tr> <td>D1:Black Caribbean</td> <td>7</td> <td>0.42%</td> </tr> <tr> <td>D3:Black Other</td> <td>1</td> <td>0.06%</td> </tr> <tr> <td>E1:Chinese</td> <td>1</td> <td>0.06%</td> </tr> <tr> <td>E2:Other</td> <td>6</td> <td>0.36%</td> </tr> <tr> <td>F1: Declined</td> <td>2</td> <td>0.12%</td> </tr> <tr> <td>F2: Not known</td> <td>168</td> <td>10.04%</td> </tr> <tr> <td>Total</td> <td>1674</td> <td>100.00%</td> </tr> </tbody> </table>	Nursing			Race	Number	Percentage	A1:White British	1445	86.32%	A2:White Irish	10	0.60%	A3:White Other	29	1.73%	B4:Mixed Other	1	0.06%	C1:Asian Indian	1	0.06%	C3:Asian Bangladeshi	1	0.06%	C4:Asian Other	2	0.12%	D1:Black Caribbean	7	0.42%	D3:Black Other	1	0.06%	E1:Chinese	1	0.06%	E2:Other	6	0.36%	F1: Declined	2	0.12%	F2: Not known	168	10.04%	Total	1674	100.00%
Nursing																																																	
Race	Number	Percentage																																															
A1:White British	1445	86.32%																																															
A2:White Irish	10	0.60%																																															
A3:White Other	29	1.73%																																															
B4:Mixed Other	1	0.06%																																															
C1:Asian Indian	1	0.06%																																															
C3:Asian Bangladeshi	1	0.06%																																															
C4:Asian Other	2	0.12%																																															
D1:Black Caribbean	7	0.42%																																															
D3:Black Other	1	0.06%																																															
E1:Chinese	1	0.06%																																															
E2:Other	6	0.36%																																															
F1: Declined	2	0.12%																																															
F2: Not known	168	10.04%																																															
Total	1674	100.00%																																															

Residential

Race	Number	Percentage
A1:White British	1469	93.57%
A2:White Irish	11	0.70%
A3:White Other	37	2.36%
B4:Mixed Other	3	0.19%
C1:Asian Indian	4	0.25%
C4:Asian Other	3	0.19%
D1:Black Caribbean	6	0.38%
D2:Black African	1	0.06%
D3:Black Other	5	0.32%
E1:Chinese	2	0.13%
E2:Other	6	0.38%
F1: Declined	1	0.06%
F2: Not known	22	1.40%
Total	1570	100.00%

Respite

Gender	Number	Percentage
A1:White British	280	92.72%
A2:White Irish	1	0.33%
A3:White Other	4	1.32%
B4:Mixed Other	1	0.33%
C1:Asian Indian	1	0.33%
D1:Black Caribbean	3	0.99%
E2:Other	3	0.99%
F2: Not known	9	2.98%
Total	302	100.00%

	<ul style="list-style-type: none"> • The overwhelming majority of people in both nursing and residential care are white british (followed by white Irish and White other) • This is also the case in respite care 																																																												
Gender reassignment	<p><i>Enter percentage/profile of service users who have indicated they are transgender</i></p> <p>Not Known</p>																																																												
Marriage & civil partnership	<p><i>Enter percentage/profile of service users who are married or in a civil partnership</i></p> <table border="1"> <thead> <tr> <th colspan="3">Nursing</th> </tr> <tr> <th>Marital status</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Cohabiting</td> <td>9</td> <td>0.54%</td> </tr> <tr> <td>Divorced</td> <td>66</td> <td>3.94%</td> </tr> <tr> <td>Married</td> <td>487</td> <td>29.09%</td> </tr> <tr> <td>Separated</td> <td>12</td> <td>0.72%</td> </tr> <tr> <td>Single</td> <td>174</td> <td>10.39%</td> </tr> <tr> <td>Widowed</td> <td>662</td> <td>39.55%</td> </tr> <tr> <td>Not recorded</td> <td>264</td> <td>15.77%</td> </tr> <tr> <td>Total</td> <td>1674</td> <td>100.00%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">Residential</th> </tr> <tr> <th>Marital status</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Cohabiting</td> <td>8</td> <td>0.51%</td> </tr> <tr> <td>Divorced</td> <td>79</td> <td>5.03%</td> </tr> <tr> <td>Married</td> <td>208</td> <td>13.25%</td> </tr> <tr> <td>Separated</td> <td>10</td> <td>0.64%</td> </tr> <tr> <td>Single</td> <td>587</td> <td>37.39%</td> </tr> <tr> <td>Widowed</td> <td>533</td> <td>33.95%</td> </tr> <tr> <td>Not recorded</td> <td>145</td> <td>9.24%</td> </tr> <tr> <td>Total</td> <td>1570</td> <td>100.00%</td> </tr> </tbody> </table>	Nursing			Marital status	Number	Percentage	Cohabiting	9	0.54%	Divorced	66	3.94%	Married	487	29.09%	Separated	12	0.72%	Single	174	10.39%	Widowed	662	39.55%	Not recorded	264	15.77%	Total	1674	100.00%	Residential			Marital status	Number	Percentage	Cohabiting	8	0.51%	Divorced	79	5.03%	Married	208	13.25%	Separated	10	0.64%	Single	587	37.39%	Widowed	533	33.95%	Not recorded	145	9.24%	Total	1570	100.00%
Nursing																																																													
Marital status	Number	Percentage																																																											
Cohabiting	9	0.54%																																																											
Divorced	66	3.94%																																																											
Married	487	29.09%																																																											
Separated	12	0.72%																																																											
Single	174	10.39%																																																											
Widowed	662	39.55%																																																											
Not recorded	264	15.77%																																																											
Total	1674	100.00%																																																											
Residential																																																													
Marital status	Number	Percentage																																																											
Cohabiting	8	0.51%																																																											
Divorced	79	5.03%																																																											
Married	208	13.25%																																																											
Separated	10	0.64%																																																											
Single	587	37.39%																																																											
Widowed	533	33.95%																																																											
Not recorded	145	9.24%																																																											
Total	1570	100.00%																																																											

	<p style="text-align: center;">Respite</p> <table border="1"> <thead> <tr> <th>Marital status</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Divorced</td> <td>7</td> <td>2.32%</td> </tr> <tr> <td>Married</td> <td>43</td> <td>14.24%</td> </tr> <tr> <td>Separated</td> <td>1</td> <td>0.33%</td> </tr> <tr> <td>Single</td> <td>189</td> <td>62.58%</td> </tr> <tr> <td>Widowed</td> <td>26</td> <td>8.61%</td> </tr> <tr> <td>Not recorded</td> <td>36</td> <td>11.92%</td> </tr> <tr> <td>Total</td> <td>302</td> <td>100.00%</td> </tr> </tbody> </table>	Marital status	Number	Percentage	Divorced	7	2.32%	Married	43	14.24%	Separated	1	0.33%	Single	189	62.58%	Widowed	26	8.61%	Not recorded	36	11.92%	Total	302	100.00%			
Marital status	Number	Percentage																										
Divorced	7	2.32%																										
Married	43	14.24%																										
Separated	1	0.33%																										
Single	189	62.58%																										
Widowed	26	8.61%																										
Not recorded	36	11.92%																										
Total	302	100.00%																										
	<ul style="list-style-type: none"> • In nursing homes the majority of residents (almost 40%) are widowed and almost 30% are married • In residential homes, the majority of residents are single (37.39%), one third are widowed and only 13% are married. • In respite care, the majority (almost two thirds) of people are single and just 14.24% are married 																											
Pregnancy & maternity	<p><i>Enter percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p> <p>Not Known</p>																											
Religion or Belief	<p><i>Enter percentage/profile of service users religious beliefs</i></p> <table border="1"> <thead> <tr> <th colspan="3" style="text-align: center;">Nursing</th> </tr> <tr> <th>Religion</th> <th>Number</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>-</td> <td>324</td> <td>19.35%</td> </tr> <tr> <td>Agnostic</td> <td>8</td> <td>0.48%</td> </tr> <tr> <td>Atheist/None</td> <td>55</td> <td>3.29%</td> </tr> <tr> <td>Baptist</td> <td>19</td> <td>1.14%</td> </tr> <tr> <td>Christian</td> <td>28</td> <td>1.67%</td> </tr> <tr> <td>Christian Scientist</td> <td>1</td> <td>0.06%</td> </tr> <tr> <td>Church of England</td> <td>798</td> <td>47.67%</td> </tr> </tbody> </table>	Nursing			Religion	Number	Percentage	-	324	19.35%	Agnostic	8	0.48%	Atheist/None	55	3.29%	Baptist	19	1.14%	Christian	28	1.67%	Christian Scientist	1	0.06%	Church of England	798	47.67%
Nursing																												
Religion	Number	Percentage																										
-	324	19.35%																										
Agnostic	8	0.48%																										
Atheist/None	55	3.29%																										
Baptist	19	1.14%																										
Christian	28	1.67%																										
Christian Scientist	1	0.06%																										
Church of England	798	47.67%																										

Church of Scotland	6	0.36%
Greek Orthodox	3	0.18%
Jehovah's Witness	9	0.54%
Jewish	2	0.12%
Methodist	41	2.45%
Muslim	1	0.06%
Not Known	278	16.61%
Other	13	0.78%
Pentecostal	3	0.18%
Protestant	7	0.42%
Quaker	1	0.06%
Roman Catholic	74	4.42%
Seventh Day Adventist	1	0.06%
Sikh	2	0.12%
Total	1674	100.00%

Residential

Religion	Number	Percentage
-	199	12.68%
Agnostic	2	0.13%
Atheist/None	76	4.84%
Baptist	17	1.08%
Christian	22	1.40%
Christian Scientist	3	0.19%
Church of England	702	44.71%
Church of Scotland	3	0.19%
Greek Orthodox	4	0.25%
Hindu	2	0.13%
Jehovah's Witness	4	0.25%
Methodist	25	1.59%

Muslim	3	0.19%
Not Known	408	25.99%
Other	5	0.32%
Pentecostal	3	0.19%
Protestant	3	0.19%
Quaker	1	0.06%
Roman Catholic	86	5.48%
Spiritualist	2	0.13%
Total	1570	100.00%

Respite

Religion	Number	Percentage
-	52	17.22%
Agnostic	3	0.99%
Atheist/None	14	4.64%
Baptist	1	0.33%
Christian	4	1.32%
Church of England	113	37.42%
Church of Scotland	1	0.33%
Methodist	1	0.33%
Muslim	3	0.99%
Not Known	92	30.46%
Other	5	1.66%
Roman Catholic	13	4.30%
Total	302	100.00%

	<ul style="list-style-type: none"> In nursing, residential and respite care the majority of people are Church of England, followed by 'not known' followed by Roman Catholic
Sexual Orientation	<i>Enter percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i> Not Known

Other information

For example: National research, partner data, officer knowledge, complaints data, links to reports

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	NA
Disability	NA
Sex	NA
Race (including Gypsy & Traveller)	NA
Gender reassignment	NA
Marriage & civil partnership	NA
Pregnancy & maternity	NA
Religion or Belief	NA
Sexual Orientation	NA

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	<p>If implemented, the proposals will not affect the assessment process. Adult Services will still be applying Fair Access to Care Services (FACS) criteria in the same way it does now, and so will continue to offer a care home placement as a means of meeting an individual's outcomes where appropriate.</p> <p>The National Assistance Act 1948 (Choice of Accommodation) Directions 1992, which gives directions on where an eligible person chooses their care to be provided from, remains in force and will not be affected as a result of this decision.</p> <p>To this end there is currently no information to suggest that there will be a material or significant impact on the service offered to residents in care homes.</p> <p>As such in the previous consultation, service users were notified of the consultation ahead of the consultation start date via a letter that was sent to care home managers to share with residents. The Council also worked with local voluntary sector organisations to seek their views on whether they felt there would be an impact on residents. This approach will be replicated in the extended consultation.</p>
Workforce	NA
Partners	Clinical Commissioning Group (CCG). A proportion of bed based care is funded by health, with GCC acting as the Lead Commissioner. The CCG have been represented on the fortnightly Programme Board and have been included in all discussions to develop the proposals.

<p>External providers of services</p>	<p>Since the decision to review bed based care, providers have been involved through face to face question and answer sessions and by providing information on their actual costs of care.</p> <p>A formal 12 week consultation took place with the sector between 6th January and 31st March and all providers in the county were invited to feedback via an online survey and/or workshops. The Council listened to the feedback received and made some changes to the proposals as a result of this. The council is now proposing to extend the consultation on the UCoC for a period of 6 weeks so that the impact on them and upon the quality of care can be considered. Should negative impacts for any protected groups be identified, these will be addressed to mitigate the potential impact.</p> <p>A further Key Decision will be presented that will detail the feedback from both the original and the extended consultation with care home providers – this will be presented in October 2014.</p>
---------------------------------------	--

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
	<p>The following applies to each of the protected groups, although due to the nature of the project age is the largest protected group followed by disability:</p> <p><u>Overall challenge or opportunity considered – an appropriate cost of care</u></p>

- Setting an appropriate Usual Cost of Care that supports a sustainable market for residential care in Gloucestershire that meets the needs of existing and potential residents.
- Guidance states that the Council should “set its fees at a level that is sufficient to meet the assessed care needs of supported residents in residential accommodation. A council should set more than one usual cost where the cost of providing residential accommodation to specific groups is different. In setting and reviewing their costs councils should have due regard to the actual costs of providing care and other local factors. Councils should also have regard to Best Value requirements under the Local Government Act 1999.” Local Authority Circular (20) (2004). This also assists the council in meeting the public sector equality duty.

What we did

- Commissioned specialist accountancy expertise to undertake a cost of care exercise in accordance with statutory and non-statutory guidance (as outlined in the Cabinet report November 2013)
- Undertook a full 12 week consultation with the sector on the proposed UCoC and associated proposals
- Listened to feedback from the sector and used this to revise the UCoC (and amend other associated proposals as detailed in the Cabinet report, July 2014).
- We are now seeking approval from Cabinet to progress a six week consultation with providers on the revised UCoC to ensure that the impact on them and upon the quality of care can be considered.
- The cost of care exercise has been undertaken in tandem with the development of an updated service specification. The Council will take up the offer from the sector to continue to work in partnership with provider representatives over the next 12 months to ensure that we are explicit about the standards of care that we are seeking and ensuring that this does not place undue burden on providers in line with the revised UCoC.

The 12 week Consultation

- If implemented, the proposals will not affect the assessment process. Adult Services will still be applying Fair Access to Care Services (FACS) criteria in the same way it does now, and so will continue to offer a care home placement as a means of meeting an individual's outcomes where appropriate.
- The National Assistance Act 1948 (Choice of Accommodation) Directions 1992, which gives directions on where an eligible person chooses their care to be provided from, remains in force and will not be affected as a result of this decision.
- To this end there is currently no information to suggest that there will be a material or significant impact on the service offered to residents in care homes.
- As such in the previous consultation, service users were notified of the consultation ahead of the consultation start date via a letter that was sent to care home managers to share with residents. The Council also worked with local voluntary sector organisations to seek their views on whether they felt there would be an impact on residents. This approach will be replicated in the extended consultation.

Challenge or opportunity considered - local factors

- During the 12 week consultation exercise concern was expressed by providers at the removal of the geographic supplement.

What we did

- The cost of care exercise did not identify any significant geographic variation in costs.
- The Council has tested the validity of the removal of geographic supplements against the principles of other independent models and found that again costs do not seem to vary significantly across the county but also has identified that there is no evidence that capital costs do either and thus its removal can be justified.

	<p><u>Challenge or opportunity considered - developing a market for nursing and residential care that is fit for the future</u></p> <ul style="list-style-type: none"> • The nursing and residential home in Gloucestershire has been slow to respond to meet the shift towards complex high-level needs beds to meet its people's needs. <p><u>What we did</u></p> <ul style="list-style-type: none"> • The proposal to work with the sector to further develop and implement the commissioning intentions is intended to develop a sustainable market for bed based care in Gloucestershire that provides the right type of care in the right place at the right quality and price i.e. that meets the needs of current and future residents • Future placements for nursing and residential care will be made by a brokerage team (currently in development). This is intended to maximise the chances of finding the most suitable placement for a potential resident in the right place at the right quality and price. The brokers will develop a thorough knowledge of the supply base in the county and will make use of online mini-tenders to enable them to source the most appropriate placement for each potential resident. Crucially, the team will capture information about unmet demand – which will be shared with the sector to incentivise a shift in the supply base towards a market that meets these needs.
Age(A)	<p><u>Challenge or opportunity considered</u></p> <ul style="list-style-type: none"> • That the cost of providing care to specific groups is different <p><u>What we did</u></p>

	<ul style="list-style-type: none"> The Council proposes to pay a different rate for placements for those with dementia (the incidence of which increases with age). The actual costs of care have been taken into account when setting the proposed usual cost of care for these care categories.
Disability (D)	<p><u>Challenge or opportunity considered</u></p> <p>That the cost of providing care to specific groups is different</p> <p><u>What we did</u></p> <p>The Council proposes to pay a different rate for care home placements for people with a physical disability. Fees for placements for people with a physical disability will be negotiated for each individual placement made and the development of the principles that underpin these negotiations will now be undertaken as a separate work stream outside the scope of this project.</p>
Sex (S)	It is not anticipated that this group will be impacted upon adversely.
Race (including Gypsy & Traveller)(R)	It is not anticipated that this group will be impacted upon adversely.
Gender reassignment(GR)	It is not anticipated that this group will be impacted upon adversely.
Marriage & civil partnership (MCP)	It is not anticipated that this group will be impacted upon adversely.

Pregnancy & maternity (PM)	It is not anticipated that this group will be impacted upon adversely.
Religion and/or Belief (RAOB)	It is not anticipated that this group will be impacted upon adversely.
Sexual Orientation(SO)	It is not anticipated that this group will be impacted upon adversely.

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
Part of the aim of this work is to work more closely with the sector to enable providers to have a more developed dialogue with commissioners in order to further develop and implement the commissioning	Margaret Willcox (Commissioning Director: Adults and DASS) has overall lead responsibility for this	Ongoing but specifically pre Dilnot implementation

<p>intentions. This is intended to develop a sustainable market for bed based care in Gloucestershire that provides the right type of care in the right place at the right quality and price i.e. that meets the needs of current and future residents</p>		
<p>To develop a brokerage model and team for nursing and residential placements. This is intended to maximise the chances of finding the most suitable placement for a potential resident in the right place at the right quality and price. The brokers will develop a thorough knowledge of the supply base in the county and will make use of online mini-tenders to enable them to source the most appropriate placement for each potential resident. Crucially, the team will capture information about unmet demand – which will be shared with the sector to incentivise a shift in the supply base towards a market that meets these needs.</p>	<p>Margaret Willcox (Commissioning Director: Adults and DASS) has overall lead responsibility for this</p>	<p>By January 2015</p>

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

Margaret Willcox (Commissioning Director: Adults and DASS) has overall lead responsibility for this Due Regard Statement and the proposals. The DRS and proposed changes are subject to a Key Decision.

Progress will be monitored by:

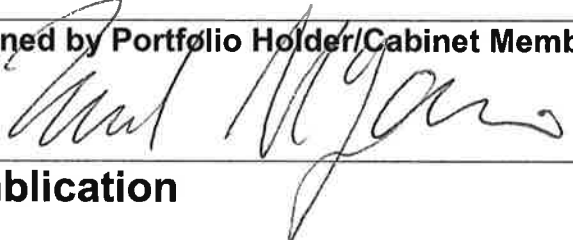
- Bed Based Care Working Group and Programme Board will monitor the impact of the proposed fee structure on the local care home providers
- Regular updates will be provided to the Lead Cabinet Member by the Commissioning Director: Adults and DASS.

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: 	Date: 14 th July 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: Cllr Paul McLain	
Signed by Portfolio Holder/Cabinet Member: 	Date: 14 th July 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.