

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':	Establishing a Dynamic Purchasing System for the Procurement of Transport contracts
Person(s) responsible for completing this statement	Tom Main
Briefly describe the activity being considered including aims and expected outcomes	<p>Procurement of council transport services</p> <p>Special Educational Needs Transport Mainstream Home to School Transport Public Transport Adult and Children's social care Transport</p> <p>The expected outcomes are that the authority is able to fulfil its statutory obligations towards service users in respect of transport provision.</p>

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>A combination of GCC internal services and external commissioned providers that deliver a range of services comprising of education and social care passenger transport, public and community transport.</p>
<p>Service user data/Needs analysis information</p>	
<p>Age</p>	<p>The Equality Act 2010 states that due regard should be given to the impacts on children and older people. Analysis of the 2011 Census shows the total number of residents reporting as 602,159 broken down into the following age ranges:</p> <p>0-19 – 22.8% 20-64 – 57.8% Over 65 – 19.4%</p> <p>Services we provide focus principally on School journeys, social care trips and accessibility for elderly and more vulnerable adults.</p>
<p>Disability</p>	<p>Due regard should be given to those individuals with disabilities and the impact the new arrangements will have on them.</p> <p>According to the 2001 Census 16.7% of Gloucestershire residents have reported as having a long term limiting illness.</p> <p>0-15 Year Olds With a long term limiting health problem – 3.1% No long term limiting health problem – 96.9%</p> <p>16-19 Year Olds With a long term limiting health problem – 7.8% No long term limiting health problem – 92.2%</p> <p>50-64 Year Olds</p>

	<p>With a long term limiting health problem – 18.3% No long term limiting health problem – 81.7%</p> <p>65+ Year Olds With a long term limiting health problem – 49.0% No long term limiting health problem – 51.0%</p> <p>Dementia is one of the major causes of disability in older people and given the ageing population. Estimates suggest there are 8,667 people aged 65+ living with dementia in Gloucestershire. Incidents of dementia increase with age, people aged 65-69 account for 5.3% of dementia sufferers over 65. This increased 24.9% for the age group 85-89. Given the ageing population the number of dementia sufferers will only increase in the future.</p> <p>Service user data is available on request.</p>
Sex	<p>Due regard should be given to the impact according to their sex for example the impact of females using the transport network.</p> <p>As age increases gender differences become more noticeable, with females outnumbering males by an increasing margin. 49.1% male and 50.9 female. There is potential that females may be more prone to the impact due to more females at during the day and are more likely to use transport networks.</p> <p>Service user data is available on request.</p>
Race (including Gypsy & Traveller)	<p>Due regard should be given to the impact according to the race of individuals and the impact the new arrangements will have on them.</p> <p>According to the Gloucestershire 2012 Population Monitor:</p> <p>White - 95.4% Black or Ethnic Minority – 4.6%</p> <p>Service user data is available on request.</p>
Gender reassignment	<p>According to the Gloucestershire Population Monitor - there is an estimate that there may be somewhere between 2,900 and 4,700 adults in the county that are experiencing some degree of gender variance. The new arrangements are highly unlikely to differentially affect any of this group.</p>

Marriage & civil partnership	<p>The Marriage and Civil partnership group has not been considered for this due regard statement as there is unlikely to be any significant impacts on this group relative to the population as a whole.</p> <p>According to the 2012 population Monitor - Marital and civil partnership status. 30.5% are single and have never married or registered a same-sex civil partnership 50.2% are married 0.3% are in a registered same-sex civil partnership 2.3% are separated but still legally married or still legally in a same sex civil partnership 9.5% are divorced or formerly in a same sex civil partnership which is now legal dissolved 7.2% are widowed or a surviving partner from a same sex civil partnership.</p> <p>The new arrangements are highly unlikely to differentially affect any of this group.</p>
Pregnancy & maternity	<p>There is currently no information available regarding the proportion of people who are pregnant or in maternity. These are an important constituent part of our service user population in terms of public transport, however the new arrangements are highly unlikely to differentially affect any of this group.</p>
Religion or Belief	<p>Gloucestershire 2012 Population Monitor reports that 63.5% of Gloucestershire residents are Christian This is followed by no religion which accounts for 26.7% of the total population The new arrangements are highly unlikely to differentially affect any of this group.</p>
Sexual Orientation	<p>Gloucestershire 2012 Population Monitor reports that 2.7% of those aged 16-24 identifying themselves as Gay, Lesbian or Bisexual, compared with only 0.4% of those 65 and over. The new arrangements are highly unlikely to differentially affect any of this group.</p>

Other information

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	No staff are expected to be affected: this is about utilising the market to provide better transport outcomes and to save council money
Age	Not affected
Disability	Not affected
Sex	Not affected
Race (including Gypsy & Traveller)	Not affected
Gender reassignment	Not affected
Marriage & civil partnership	Not affected
Pregnancy & maternity	Not affected
Religion or Belief	Not affected

Sexual Orientation	Not affected
--------------------	--------------

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	None at present
Workforce	ITU has been working closely with the Commercial Team on this development, and has also liaised with legal services
Partners	Operators of transport services
External providers of services	We have spoken to suppliers who broadly welcome the approach (survey underway June 2019)

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)	Unlikely to receive a challenge – we are expecting to provide the same transport services as we did under existing arrangements However we do provide some early years and school/college transport to eligible pupils – the arrangement should not differentially affect any of this group.
Disability (D)	We provide day care and SEN transport for those in particular need to attend either day centres of schools. Decisions around provision are made in line with council policy and statutory guidance. This is unlikely to be differentially affected by the introduction of the new arrangements
Sex (S)	None
Race (including Gypsy & Traveller)(R)	None
Gender reassignment(GR)	None
Marriage & civil partnership (MCP)	None
Pregnancy & maternity (PM)	None: however any issues rising will be carefully considered and mitigated.
Religion and/or Belief (RAOB)	None
Sexual Orientation(SO)	None

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
Ongoing dialogue with providers/suppliers	Jo Savell/Tom Main	End of March 2020

Monitoring and Review

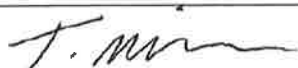
Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

No actions necessary

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: 17/7/19

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 Nigel Moor

Signed by Portfolio Holder/Cabinet Member:



Date:

17 | 7 | 2019

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.