

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’:	Council Strategy and Medium Term Financial Strategy (MTFS) 2020/21
Person(s) responsible for completing this statement	Mandy Quayle, Director of People
Briefly describe the activity being considered including aims and expected outcomes	<p>The Council Strategy is a key, high level document that, along with the MTFS, sets the council’s strategic policy direction. It is approved each year by the Council, alongside the MTFS. The Council’s current strategy, “Looking to the Future (2019-22)”, includes the Council vision and details the level of ambition the Council has for the county over the coming years and what it will do to support improved outcomes and quality of life for every community and business in Gloucestershire.</p> <p>The Council Strategy also confirms the council’s key priorities over the coming years, which are:</p> <ul style="list-style-type: none"> • Children’s wellbeing and safeguarding • Education and skills • Health, care and prevention • Communities and localities • Transport, economy and infrastructure • Highways

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.

- Council leadership

The net revenue budget proposal for 2020/21 as set out in the MTFS is £468.183 million; a net increase of £31.204 million from the 2019/20 budget. This is made up of £40.721 million of investment in services offset by £9.517 million of savings and efficiencies.

In line with the priorities set out in the Council Strategy, there are important investments included in the 2020/21 budget, such as:

- investment in Adult Social Care to help manage the demand pressures linked to demographic growth in the county which has a positive impact on older people, adults and people with physical and learning disabilities (age and disability).
- investment in a broad range of services within Children's Social Care, including the external agency placement budget and the vulnerable children's reserve to help ensure we can protect the county's most vulnerable children and young people (age).

As well as the permanent investments in the 2020/21 draft budget, proposals also include one-off investments in the following areas:

£1.356 million in children's services to employ agency social workers and £0.28 million to employ interim commissioning and operational staff to further relieve pressures on services.

One off investment to transition to an improved ICT service, to improve wellbeing in the council workplace and to develop workforce skills and agile working.

In addition to the revenue budget proposals, the capital programme for 2020/21 onwards contains £83.71 million of new investment in roads, schools and other services.

The Council continues to consult with the public each year on its budget proposals.

Documenting use of sufficient information

Data and information sources that have been used to understand the needs, participation and experiences of each protected group.

Who is responsible for delivering the service?	As the MTFs encompasses the council's broad range of activities and functions, responsibility for delivery is varied.														
	<p>We have continued to update our evidence base across the protected characteristics. The most recent updates will be published on our website by the end of March 2020.</p> <p>More information is available in four reports:</p> <ol style="list-style-type: none"> 1. The Population Profile 2. The Service User Diversity Report 3. Workforce Equality and Diversity Report 4. Gender pay gap report 														
<p>Age <i>ONS (2018) Mid Year Population Estimates</i></p>	<table border="1" data-bbox="618 730 1413 890"> <thead> <tr> <th>Age Group</th> <th>Number</th> <th>% of population</th> </tr> </thead> <tbody> <tr> <td>0-19</td> <td>142,244</td> <td>22.5%</td> </tr> <tr> <td>20-64</td> <td>356,341</td> <td>56.2%</td> </tr> <tr> <td>65+</td> <td>134,973</td> <td>21.3%</td> </tr> </tbody> </table> <p>Gloucestershire has a lower proportion of 0-19 year olds and 20-64 year olds and a higher proportion of people aged 65+ when compared to the figures for England. There is considerable variation at district level. At 24.8% Gloucester has the highest proportion of children and young people and exceeds the county and national figures. Gloucester also has the highest proportion of people aged 20-64 (58.5%) exceeding the county and national figures. Cotswold, the Forest of Dean, Stroud and Tewkesbury all have a higher proportion of people aged 65+ when compared to the county and national figures. At 25.6% Cotswold has the largest proportion of people aged 65 and over.</p>			Age Group	Number	% of population	0-19	142,244	22.5%	20-64	356,341	56.2%	65+	134,973	21.3%
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Disability
*Nomis, 2011 Census –
 QS303EW Long-term health
 problem or disability, local
 authorities in England and
 Wales*

Day-to-day activities	Number	% of population
day-to-day activities are not limited	497,238	83.3
day-to-day activities are limited	99,746	16.7
day-to-day activities are limited a little	56,454	9.5
day-to-day activities are limited a lot	43,292	7.3

According to the 2011 Census 16.7% of Gloucestershire residents reported having a long term limiting health problem; this was below the national figure of 17.6%. The Forest of Dean had the highest proportion of residents reporting a long term limiting health problem at 19.6% of the total population, and was the only district that exceeded the figure for England of 17.9%). Cheltenham had the lowest proportion of residents reporting a long term limiting health problem (15.1%). As age increases the proportion of respondents reporting a limiting long term health problem increases. In Gloucestershire 18.3% of people aged 50-64 reported a limiting long term health problem, this increased to 49.0% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.

*Poppi,
<http://www.poppi.org.uk/>
 Dementia projections 2020*

Dementia is one of the major causes of disability in older people. Estimates suggest that in 2020 there are predicted to be around 9,911 people aged 65+ living with dementia in Gloucestershire. Incidents of dementia increase with age, people aged 65-69 are predicted to account for 6.2% of dementia sufferers over 65 in Gloucestershire; it is predicted that this will rise to 22.0% for the 90+ age group. Given the ageing population the number of dementia sufferers will increase in the future.

*Pansi, <http://www.pansi.org.uk>
 Learning disability projections
 2020*

Learning disability is one of the most common forms of disability in the UK. Predictions suggest there will be approximately 11,913 people aged 18+ living with a learning disability in Gloucestershire in 2020. Of this group, an estimated 2,437 people are predicted to have moderate or severe learning disabilities, equating to 0.5% of the adult population. With regards to children, 4,955 school pupils in Gloucestershire (5.2% of school pupils) were known to have a learning disability in 2018. In 2018/19, Gloucestershire GPs recorded that 0.6% of their registered patients (of all ages) were known to have a learning disability. In 2019, 1.3% of people aged 16+ who completed the GP patient survey in Gloucestershire, reported that they had a learning disability.

Evidence shows that people with learning disabilities have poorer health than the general population, much of which is avoidable, and that the impact of these health inequalities is serious; people with learning disabilities

Public Health England,
Learning Disability Profile
<https://fingertips.phe.org.uk/profile/general-practice/data#page/4/gid/2000004/pat/46/par/E39000043/ati/165/are/E38000062/iid/200/age/1/sex/4>

Public Health England,
National General Practice Profiles,
<https://fingertips.phe.org.uk/profile/general-practice/data#page/4/gid/2000004/pat/46/par/E39000043/ati/154/are/E38000062/iid/355/age/164/sex/4>

are three times as likely as people in the general population to have a death classified as potentially avoidable through the provision of good quality healthcare. Men with learning disabilities die on average 13-20 years younger than men in the general population and women with learning disabilities die on average 20-26 years younger than women in the general population. These inequalities result to an extent from the barriers which people with learning disabilities face in accessing health care.

Vision and hearing impairments affect people from all sections of society and across all age groups. In 2019 approximately 1.4% of the 16+ population in Gloucestershire reported blindness or partial sight. During the same period 6.8% of the population aged 16+ reported deafness or hearing loss. As people get older they become increasingly likely to suffer from hearing and vision impairments; given the ageing population this means the number of people affected by these conditions is likely to increase in the future.

Sex
ONS (2018) Mid Year
Population Estimates

Gender	Number	% of population
Female	322,721	50.9
Male	310,837	49.1

Public Health England, Public Health Outcomes Framework
<http://www.phoutcomes.info/public-health-outcomes-framework#page/0/gid/1000049/pat/6/par/E12000009/ati/102/are/E10000013>

Nomis, 2011 Census

The overall gender split in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%. This situation is also reflected at district, regional and national level. This difference is related to the fact that women on average live longer than men; in Gloucestershire life expectancy at birth for females is 83.7 years and for males is 80.2 years (2015-17). Thus, as age increases females outnumber males by an increasing margin. In Gloucestershire 52.9% of people aged 65-84 are female; the proportion increases to 64.0% amongst people aged 85 and over. These gender differences in the older age groups are also observed at district, regional and national level and have resulted in 71% of single pensioner households being headed by a woman, according to the Census 2011.

Race (including Gypsy & Traveller)

Nomis, 2011 Census - KS201EW Ethnic group, local authorities in England and Wales

Ethnic Origin	Number	% of population
White: English/Welsh/Scottish/Northern Irish/British	546,599	91.6
White: Irish	3,759	0.6
White: Gypsy or Irish traveller	731	0.1
White: White other	18,558	3.1
Mixed/Multiple Ethnic Group	8,661	1.45
Asian/Asian British	12,433	2.08
Black/African/Caribbean/Black British	5,150	0.86
Other Ethnic Group	1,093	0.18

According to the 2011 Census 95.4% of Gloucestershire's population is White and 4.57% is from a Black or Ethnic Minorities group; this latter figure is considerably lower than the 14.6% reported for England as a whole. English/Welsh/Scottish/Northern Irish/British make up the majority of Gloucestershire's white population. Although this is a national trend, this group accounts for a higher proportion of the total white population than elsewhere; there is a lower proportion of people who are from an 'other white' background when compared to the national figure (3.1% in Gloucestershire compared with 4.6% in England). Asian/Asian British account for the largest proportion of Black or Ethnic Minorities in Gloucestershire, following the national trend. However the group accounts for a lower proportion of the total than it does nationally (2.08% in Gloucestershire compared with 7.8% in England).

At district level:

- Gloucester has the highest proportion of people from a Black or Ethnic Minority (10.9% of the total population compared with 4.57% for the county). However, this is still considerably lower than the national figure of 14.6%.
- Cheltenham also had a higher proportion of people from Black and Ethnic Minorities (5.7%) than the county-wide figure.
- Forest of Dean has the lowest proportion of people from a Black or Ethnic Minority at 1.5% of the population.
- The proportion of people classified as 'other White' is higher in Cheltenham than Gloucestershire and England as a whole (5.0% compared with 3.1% for Gloucestershire and 4.6% for England).
- The proportion of people that are classified as Caribbean and White and Black Caribbean is higher in Gloucester than the county and England.

Gender reassignment
Gender Identity Research and Education Society (2011) The Number of Gender Variant People in the UK – Update 2011.

<http://www.gires.org.uk/wp-content/uploads/2014/10/Prevalence2011.pdf>

ONS (2018) Mid-Year Population Estimates

Public Health England (2018) The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document
<https://nationallgbtpartnershipdotorg.files.wordpress.com/2018/04/lgbt-public-health-outcomes-framework-companion-doc.pdf>

Gender Identity Research and Education Society (2009) Gender Variance in the UK.
<http://www.gires.org.uk/assets/Medpro-Assets/GenderVarianceUK-report.pdf>

House of Commons Women and Equalities Committee, 2016, Transgender Equality.

Gender reassignment is defined by the Equality Act 2010 as a person who is proposing to undergo, undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. This means an individual does not need to have undergone any treatment or surgery to be protected by law.

There are no official estimates of gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance. These figures are equivalent to somewhere between 0.6% and 1% of the UK's adult population. By applying the same proportions to Gloucestershire's 16+ population, we can estimate that there may be somewhere between 3,100 and 5,200 adults in the county that are experiencing some degree of gender variance. GIRES also reported in 2011 that approximately 100 children and adolescents are referred annually to the UK's sole specialised gender identity service, compared with 1500 adults. However, presentation amongst younger people is growing and could accelerate if young people feel increasingly able to reveal their gender variation.

www.publications.parliament.uk/pa/cm201516/cmselect/cmw/omeq/390/390.pdf

Nodin, N. et al, 2015, *The Rare Research Report: LGB&T Mental Health – Risk and Resilience Explored.*

www.queerfutures.co.uk/wp-content/uploads/2015/04/RARE_Research_Report_PACE_2015.pdf

Stonewall (2015) *Unhealthy Attitudes*

www.stonewall.org.uk/sites/default/files/unhealthy_attitudes.pdf

Marriage & civil partnership
Nomis, 2011 Census - KS103EW Marital and civil partnership status, local authorities in England and Wales.

Marital status	Number	% of population
Single	149,732	30.5
Married	245,879	50.2
In a registered same-sex civil partnership	1,326	0.3
Separated (but still legally married or still legally in a same-sex civil partnership)	11,515	2.3
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	46,452	9.5
Widowed or surviving partner from a same-sex civil partnership	35,239	7.2

Gloucestershire has a lower proportion of people who are single or separated when compared to the national figure, whilst the proportion of people who are married, divorced or widowed exceeds the national figure. There is considerable variation at district level:

At 38.8% Cheltenham has the highest proportion of single people and exceeds the county and national figure. In contrast 25.7% of people in Cotswold are single, which is below the county and national level. Cotswold has

the highest proportion of residents who are married at 54.9%, which is higher than the county and national average. The lowest proportion was recorded in Cheltenham. The proportion of same-sex civil partnerships is fairly consistent across all districts. Gloucester has the highest proportion of people who are separated and divorced. Cotswold has the highest proportion of people who are widowed or a surviving partner of a same-sex civil partnership while Gloucester and Cheltenham have the lowest. This reflects the age structure of these districts.

Pregnancy & maternity
Nomis, Live births in England and Wales down to local authority area, 2018

Age of mother	Number	% of all live births
Under 20	164	2.5
20-24	815	12.6
25-29	1,779	27.6
30-34	2,167	33.6
35-39	1,247	19.3
40-44	260	4.0
45+	17	0.3
Total	6,449	

There were 6,449 live births in Gloucestershire in 2018. The above table shows the number of births by the age of mothers at the delivery of their baby (in five year age bands). The highest proportion of deliveries was to women aged 30 to 34 continuing the trend of later motherhood. Births to mothers under the age of 25 make up a lower proportion of total births compared with the national figure (15.2% in Gloucestershire compared with 16.5% in England).

At district level:

- Gloucester and the Forest of Dean have the highest proportion of births amongst mothers aged 20 or under and exceed the county and national figures.
- The Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ and exceed the county and national figure.

<p>Religion or Belief <i>Nomis, 2011 Census - KS209EW Religion, local authorities in England and Wales</i></p>	<table border="1"> <thead> <tr> <th>Religion</th> <th>Number of people</th> <th>% of population</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>379,144</td> <td>63.5</td> </tr> <tr> <td>Buddhist</td> <td>1,772</td> <td>0.3</td> </tr> <tr> <td>Hindu</td> <td>2,222</td> <td>0.4</td> </tr> <tr> <td>Jewish</td> <td>539</td> <td>0.1</td> </tr> <tr> <td>Muslim</td> <td>5,741</td> <td>1.0</td> </tr> <tr> <td>Sikh</td> <td>449</td> <td>0.1</td> </tr> <tr> <td>Other religion</td> <td>2,940</td> <td>0.5</td> </tr> <tr> <td>No religion</td> <td>159,496</td> <td>26.7</td> </tr> <tr> <td>Religion not stated</td> <td>44,681</td> <td>7.5</td> </tr> </tbody> </table> <p>According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by no religion which accounts for 26.7% of the total population.</p> <p>Gloucestershire has a higher proportion of people who are Christian, have no religion or have not stated a religion than the national average. In contrast it has a lower proportion of people who follow a religion other than Christianity, which reflects the ethnic composition of the county.</p>	Religion	Number of people	% of population	Christian	379,144	63.5	Buddhist	1,772	0.3	Hindu	2,222	0.4	Jewish	539	0.1	Muslim	5,741	1.0	Sikh	449	0.1	Other religion	2,940	0.5	No religion	159,496	26.7	Religion not stated	44,681	7.5
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<p>Sexual Orientation <i>Department of Trade and Industry (2003), Final Regulatory Impact Assessment: Civil Partnership Act 2004</i> http://webarchive.nationalarchives.gov.uk/20070603164510/http://www.dti.gov.uk/files/file23829.pdf <i>ONS (2017), Sexual Identity, UK:2017</i> https://www.ons.gov.uk/people</p>	<table border="1"> <thead> <tr> <th></th> <th>Number of people aged 16+</th> <th>% of population</th> </tr> </thead> <tbody> <tr> <td>Stonewall lower estimate</td> <td>26,000</td> <td>5.0</td> </tr> <tr> <td>Stonewall upper estimate</td> <td>36,400</td> <td>7.0</td> </tr> <tr> <td>ONS Annual Population Survey estimate</td> <td>10,900</td> <td>2.1</td> </tr> </tbody> </table> <p>There are no definitive data on sexual orientation at a local or national level. A number of studies have attempted to provide estimates for the proportion of people who may identify as lesbian, gay or bisexual, generating a range of different results. However, a recent estimate from the ONS Annual Population Survey (2017) suggests that lesbian, gay and bisexuals represent 2.1% of people aged 16 and over in England. If this figure is applied to Gloucestershire it would mean there were around 10,900 people in the county who are lesbian, gay or bisexual.</p> <p>The Annual Population Survey also found that 2.3% of males compared with 1.8% of females identified as</p>		Number of people aged 16+	% of population	Stonewall lower estimate	26,000	5.0	Stonewall upper estimate	36,400	7.0	ONS Annual Population Survey estimate	10,900	2.1																		
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[populationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2017](https://nationallgbtpartnershipdotorg.files.wordpress.com/2018/04/lgbt-public-health-outcomes-framework-companion-doc.pdf)

Public Health England (2018) *The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document*
<https://nationallgbtpartnershipdotorg.files.wordpress.com/2018/04/lgbt-public-health-outcomes-framework-companion-doc.pdf>

Stonewall, 2015, *Mental Health*, Stonewall health briefing
http://www.stonewall.org/sites/default/files/Mental_Health_Stonewall_Health_Briefing_2012_.pdf

Stonewall, 2011, *Lesbian, Gay and Bisexual People in Later Life*.
www.stonewall.org/sites/default/files/LGB_people_in_Later_Life_2011_.pdf

Stonewall, 2012, *Experiences of Health Care*
http://www.stonewall.org/sites/default/files/Experiences_of_Healthcare_Stonewall_Health_Briefing_2012_.pdf

LGB in 2017, and that young adults were more likely to identify as LGB than older age groups (4.2% of people aged 16 to 24 compared with 0.7% of people aged 65 or over). There were also regional variations, with London having the highest percentage (2.6%) and the North East, and East of England the lowest (1.5%). The proportion of people in the South West identifying as LGB was 2.3%. These regional variations may be associated with regional differences in the age structure of populations.

Evidence at a national level demonstrates that lesbian, gay, bisexual and trans people experience discrimination and marginalisation in their daily lives including in healthcare, social care, housing and education. This evidence also indicates that people who are lesbian, gay or bisexual are more likely to have experienced depression or anxiety, attempted or had suicidal thoughts and self harmed than men and women in general. LGB people who are over 55 are more likely than heterosexual people over 55 to live alone and are more likely than heterosexual people to say that they expect to rely on health and social care providers as they get older. LGB people also report that health and social care providers often assume that they are heterosexual, for example, giving inappropriate advice about preventing pregnancy or ignoring their partners.

Other information

The council's vision, as set out in the Council Strategy, is to make the most of all that Gloucestershire has to offer, help improve the quality of life for every community, support businesses to be successful and make sure Gloucestershire is a place where people want to live, work and visit.

The commissioning intentions for each of the council's commissioning areas are set out in detail in the MTFS and highlight current achievements and future plans in relation to the redesign of services within Gloucestershire. The aim is to maximise effectiveness whilst delivering on the significant financial challenges facing the council. These narratives cover Adults, Children and Families, Economy, Environment & Infrastructure, Prevention, Wellbeing & Communities and some of our core support services and are summarised in this document.

More detailed Due Regard Statements will be produced to reflect specific proposals and change programmes during the coming financial year.

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	The information below is taken from the Workforce Equality and Diversity Report 2019 GCC where as at 1 st April 2019, 3735 individuals were employed by the Gloucestershire County Council (GCC) (including GFRS). GCC employs a wide diversity of staff, which reflects the makeup of the Gloucestershire population. We are continuously seeking to improve our knowledge of our workforce thus enabling us to more effectively serve the community of Gloucestershire.
Age	Gloucestershire County Council continues to have an older workforce, which is reflective of both the population of Gloucestershire, and the national workforce age profile, which is generally older. The highest proportion of the workforce (34.03%) is in the 46-55 age range, followed by the 36-45 age group (21.82%). There are 21.98% of under 36 year olds employed within the organisation which is an increase on the previous year. Our apprenticeship programme and our Young Employees Network is aimed at attracting and retaining younger workers.
Disability	The number of employees declaring a disability is 4.44%. 3.28% of female workers are disabled and 7.16% of male workers are disabled. The highest proportion of disabled staff are in the 46-55 age category (30.5%) and lowest proportion are in the 16-25 age category (5.34%)
Gender	69.5% of GCC workforce is female and 66.49% of those in senior management positions are women. 81.8% of our part-time employees are female.
Race (including Gypsy & Traveller)	The majority of employees (83.61%) have declared their race. The BAME population of Gloucestershire is 4.7%, and the proportion of employees from a black, Asian and minority ethnic background is 5.58%. This figure increases to 10.09% employees when 'white other' are included. There is distribution of BAME employees across the age ranges and genders.
Gender reassignment	We are aware that there is a small percentage of the council's staff who consider themselves to be transgender.
Marriage & civil partnership	33.12% of our workforce have provided information on their marital status.

Pregnancy & maternity	Of the 142 members of staff who went on maternity leave in 2018/2019, 95% have returned to work.
Religion or Belief	25.81% of staff shared their religious denomination and this is an area we are continuing to work with staff on to gain further information.
Sexual Orientation	47.66% of staff provided information on their sexual orientation and this is an area we are continuing to work with staff on to gain further information.

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>Following the publication of the draft budget proposals in December 2019, a public consultation was launched. The consultation outlined our budget proposals and also sought feedback on the council's draft priorities.</p> <p>Stakeholders were also encouraged to give us their general feedback on our draft budget through a link to the full Medium Term Financial Plan.</p> <p>As well as an online survey, paper copies of the consultation document were also available at all Gloucestershire libraries.</p> <p>As well as targeted stakeholder engagement, the council carried out a strong social media communications campaign, and a digital newsletter that reaches around 13,000 people in the County.</p> <p>In total we received 506 responses to the budget consultation. We also received 45 comments on social media</p> <p>Council Budget</p> <ul style="list-style-type: none"> 69% of respondents agreed with our draft budget proposals including the 2.99% increase in council tax and
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2% national social care levy.

- Overall the comments received supported the council's budget proposals particularly the investment in services, for more investment into climate change and transport and economy schemes.
 - More investment into climate change
 - More investment into public transport and economy
 - Invest in more safer cycle lanes, foot paths and bridle ways
 - Invest more into highways and infrastructure -flooding prevention and road maintenance
 - More investment in education services

Council priorities

77% of respondents agreed with our priorities:

Children's wellbeing and safeguarding

Education and skills

Health, care and prevention

Communities and localities, including tackling climate change

Transport, economy and infrastructure

Highways

Council Leadership

On disaggregation of the data, there were no variations in the responses amongst protected characteristics.

We received 328 comments about our priorities. All comments were analysed and themed. The top themes were:

- Climate change and the impact it has on the environment. We need to invest more money into climate. We need to invest into the environment by planting more trees, reduce our waste, better recycling, electric cars and encourage people to walk and cycle more, investing in better foot and cycle paths (109 comments)
- Highways & infrastructure – We need to invest more into our roads and fixing the potholes, invest more into flooding prevention and more investment into the maintenance of our bridle ways, track & trails and footpaths. (69 comments)
- Joint working – have a more joined up working relationships with the NHS. Invest more into our vital healthcare services such as mental health and dementia, and reduce the waiting times (36 comments)
- Transport and economy - We need to invest more into our public transport system and transport schemes (36 comments)

Budget Proposal

69% of respondents agreed with our budget proposals.

On disaggregation of the data, there were no variations in the responses amongst protected characteristics.

We received 282 comments about our proposed budget. All comments were analysed and themed. The top themes were:

- Climate change – More money is needed for climate change, more investment for environmental issues like recycling, waste and pollution (75 comments)
- Transport – more investment in better cycle routes, foot paths, bridle ways and community/public transport to encourage people to use their cars less (50 comments)

	<ul style="list-style-type: none"> ➤ Do not agree with the increase in council tax, also do not agree with the priorities or the order of them. (24 comments) ➤ Infrastructure and Highways - More investment into fixing our roads. Invest more into flooding prevention. (23 comments)
Workforce	<p>In addition to the above, staff were encouraged to take part in the consultation through the usual internal communications channels. Formal budget consultation meetings with the Trade Unions and the Schools Forum took place in December 2019 and January 2020.</p> <p>Comments and questions that were raised by the trades unions included:</p> <ul style="list-style-type: none"> • Whether Brexit raised any financial risks • Whether central government's recent action regarding the funding of adult social care would suggest similar plans to tackle funding of children's services • Whether the council's leadership would consider bringing services in-house • Action being taken to address skills shortage areas including social work and technical skills
<p>A comprehensive summary of the consultation will accompany the Council Strategy and MTFs when it is considered by the Cabinet and the County Council in January and February 2020. The consultation report will highlight any significant difference in the views of the different protected characteristic groups.</p>	

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

This section outlines how the evidence has been used to show 'due regard' to the three aims of the general equality duty.

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

It is important to note that this consideration should be thorough and based on sufficient information. Consideration should be relevant and proportionate. Given the range of issues covered by the MTFS, the main analysis is done by budget areas.

Commissioning Intentions

Each Directorate's priorities and plans for the year are set out in their Commissioning Intentions which are set out in Appendix One attached to the MTFS document. This Due Regard statement is Appendix 5 of the same document. Proposals for investments and cost decreases are driven by these intentions. Each proposal is considered in the following pages and due regard given to what it means for those with protected characteristics and the potential impact of those proposals.

Budget Area: Children & Families - Key cost increases/decreases and what this means for protected groups

Budget change proposal	Protected groups	What does this mean and how will we do it	Potential opportunity/challenge (impact)	Strengthening action/ Monitoring
Cost Increases				
External Agency Placement Budget	All	Investment to provide for the increased cost and number of placements for children going into care.	Opportunities: To enable the council to continue to provide placements to meet the needs of its children in care, including those with a protected characteristic(s), by ensuring it can provide sufficient placements.	Gloucestershire's Sufficiency Strategy and resulting action plan looks to ensure the provision of a range of placements that are available locally, sufficient to meet the needs of all children including those with a protected characteristic(s).
Child Protection Conference Chairs	All	Investment in additional staffing to meet demand and statutory standards.	Opportunities Investment to ensure sufficient capacity in this area will ensure the council continues to protect children in the county, including those who may have a protected characteristic(s).	CP Chairs are an important part of providing robust checks and balances to the quality of social work practice.

Special Guardianship Orders (SGO)	All	Investment in staffing resources to manage the increase in the number SGOs. Increased investment in this area provides a broad range of permanence options and contributes to the reduction in our child in care population.	Opportunities This additional investment will ensure there is the necessary capacity available to meet the assessed needs of looked after children and young people in the county, including those with a protected characteristic(s). Challenges To ensure the council has sufficient capacity to manage the increase in the number of SGOs.	
Fostering/ Adoption/SGO and Child Arrangement Allowances	All	Investment in order to meet the increased numbers of Foster Carers; Adopters; Special Guardianship Orders and Child Arrangement Allowances.	Opportunities: To continue to work to achieve permanence for children, including those who may have a protected characteristic(s).	Monitoring the implementation of the council's Sufficiency Strategy and action plan.
In House Fostering Service – staff	Age Disability	Investment in additional staff and allowances to increase placement capacity. Year 2 of a 3 year programme.	Opportunities: This additional investment will ensure there is the necessary capacity available to meet the assessed needs of looked after children and young people in the county, including those with a protected characteristic(s). Challenge Recruiting foster carers – this challenge is more acute for harder to place children and teenagers with profound and challenging behaviours and children with disabilities.	The in house fostering service provides specialist training to increase the pool of foster carers who are able to care for harder to place children and teenagers, including those with a protected characteristic(s).

<p>Recruitment of newly qualified social workers.</p> <p>Social Work capacity</p> <p>Social Work Academy (inc. apprentices).</p>	<p>Age Disability</p>	<p>Investment in social workers, including newly qualified social workers and apprentices, to improve recruitment, retention and training of the relevant staff.</p> <p>This is an important part of our Grow your Own strategy with the aim of having a stable and professionally confident practitioner workforce.</p>	<p>Opportunities:</p> <p>To ensure the council has the funding to recruit, retain and train a sufficient number of qualified social workers to support the county's vulnerable children, which includes those who may have a protected characteristic(s).</p> <p>.</p>	
<p>Social work not paperwork – ICT support</p>	<p>Age Disability</p>	<p>Investment in ICT support for social workers.</p>	<p>Opportunity</p> <p>In line with our practice improvement journey, this will ensure social workers have sufficient ICT support to order to be able to effectively manage their workloads by reducing the time they spend on recording, freeing them up to spend more of their time undertaking direct work with children and families.</p>	
<p>Young people's expenses</p> <p>S17 and discretionary payments</p>	<p>All</p>	<p>Investment to ensure the council can meet the cost of young people's expenses and Section 17 discretionary payments.</p>	<p>Opportunity</p> <p>To ensure Gloucestershire's most vulnerable children have access to proportionate and appropriate funding, taking into account their protected characteristic(s).</p>	<p>Necessary policies and procedures are in place to monitor spend and outcomes for children and young people, including those with a protected characteristic(s).</p>

Vulnerable children's reserve	All	Investment to help support placements for children within the county.	Opportunity This investment will enable more children, including those with a protected characteristic(s), to have their needs met closer to home which is better for the child, their family and contributes to reduced costs both direct and indirect.	
Other additional staffing for: Family Group Conferencing (FGC)	All	To provide additional staffing to maintain this service. FGC is an essential element within our entry to care strategy and will play an important part in reducing the numbers of children in care.	Opportunities: Family Group puts decision-making in the hands of families and takes account of the wishes and feelings of the families. This service is therefore seen as having a positive impact on the county's vulnerable children, including those with a protected characteristic.	
Post 16 Education Plan	Age Disability	Investment to support the delivery of the Post 16 Education Vision for Gloucestershire.	Opportunity To ensure young people are provided with the skills and experience to enable them to become independent, to play an active part in the community and to move into employment. The Strategy includes specialist support for those with a protected characteristic(s) to ensure they have access to education, employment and living skills. Challenge Ensuring that there is sufficient support within the community for young people with greater needs, included those with a protected characteristic(s).	The Post 16 Education Vision for Gloucestershire sets out how the council will support young people (post 16) to develop their skills and experience, which will enable them to be more independent.

Supporting children with SEND	Age Disability	This investment is to provide for additional resources to manage the increase in the volume of Education, Health and Care Plans (EHCP).	<p>Opportunity This additional investment will ensure there is the necessary capacity available to meet the assessed needs of children and young people in the county needing an EHCP.</p>	
Diverting children from statutory services through early help	Age Disability	This is investment in resources to deliver time limited intervention and sign-posting of appropriate support for children and young people who have Special Educational Needs (SEN) and/or a disability(s).	<p>Opportunities To give early help and support to the needs of children with SEN and/or a disability(s) through a non statutory multi agency approach.</p> <p>Challenges To ensure children receiving early help can access EHCPs.</p>	Joint Engagement and Participation Strategy and annual reporting.
Home to school transport	Age Disability	This investment will contribute towards ensuring we can meet demand and the needs of children with a continued right to transport. There has been a sustained upward pressure on home to school transport costs both in Gloucestershire and elsewhere.	<p>Opportunity To ensure that children in Gloucestershire who are entitled to home to school transport continue to receive this service and to manage an increase in demand for transport to school for children with SEND and/or who have an EHCP.</p> <p>Challenge To continue to meet demand for home to school transport, including for children and young people who may have a protected characteristic.</p>	

<p>Education business support:</p> <p>Early Years – improving outcomes and additional capacity</p>	<p>Age Disability</p>	<p>Investment in Early Years services to continue to improve outcomes for children, including additional staffing.</p>	<p>Opportunities To ensure the appropriate identification and intervention for children with additional needs in early year’s settings and to work in a more joined up with health, education and social care.</p> <p>Challenges To continue to ensure there is sufficient capacity to work with children, including those with a protected characteristic(s), in settings such as these to help improve their outcomes.</p>	
<p>One off cost increases:</p> <p>Agency Social Workers</p> <p>Interim commissioning /operational staff</p>	<p>Age Disability</p>	<p>Investment to improve staffing levels</p>	<p>Opportunities: To have sufficient capacity in children’s social care to ensure consistent good outcomes for all children across the county, including those with a protected characteristic.</p>	
Cost Decreases				
<p>Child Arrangement Orders</p>	<p>Age Disability</p>	<p>Reduction in funding due to fewer numbers of Child Arrangement Orders.</p>	<p>Opportunity: To utilise funding in areas of growth, such as SGOs.</p>	<p>As detailed proposals are developed, a specific Due Regard statement will be undertaken to consider the equality impact.</p>

Teachers Pensions	Age	Reduced budget as a result of an assessed reduction in the number of pensioners and spouses, based on age and trends.	Challenge Decisions will be made on a case by case basis mitigating the impact on those with a protected characteristic(s).	
Home to School Transport	Age Disability	To reduce bespoke travel arrangements through independent travel training, increased vehicle capacity to Special Schools and the use of individual Personal Travel Allowances for children and young people with complex needs.	Opportunities: To enable all children and young people, especially those from protected groups, to have more personalised travel arrangements which reflect individual need and increase equal opportunities. Challenges: The council will work with the parents, carers, children and young people that are affected and, as part of this process, will consider any protected characteristic(s) in order to meet their home to school travel requirements.	As detailed proposals are developed, a specific Due Regard statement will be undertaken to consider the equality impact.
Schools and Early Years	Age Disability	Savings in this area are under review in the light of demand pressures.	Opportunities: To assess and identify lower impact options for savings targets across Children's Services	As detailed proposals are developed, a specific Due Regard statement will be undertaken to consider the equality impact.

Budget Area: Adults - Key cost increases/decreases and what this means for protected groups

Budget change proposal	Protected groups	What does this mean and how will we do it	Potential opportunity/challenge (impact)	Strengthening action/ Monitoring
Cost Increases				
Demand pressures linked to demographic growth	Age Disability	Investment to ensure there is sufficient social care funding to meet demand from an increasing number of people, many of whom are elderly and/or have a disability	Opportunity To continue to meet the increasing demand for social care services from a growing number of people, many of who are elderly and/or have a disability.	
Learning Disabilities Transforming Care Programme	Age Disability	This is an ongoing programme aimed at improving the outcomes for people with a learning disability and/or autism, with mental health difficulties and behaviours described as challenging, some of whom are currently residing in in-patient units.	Opportunities: To ensure the council can provide care to people closer to home, as many of these people are located in hospitals around the country. This will actively prevent people with a learning disability from being admitted to in-patient units by responding to their urgent needs in the community. Challenges: Ongoing challenge of locating suitable community services able to provide specialist services and suitably qualified staff in the community settings with the skills necessary to deliver care.	

Adult Safeguarding	Age Disability	This is investment to meet a change in legislation later this year which introduces a new model of authorising deprivation of liberty.	<p>Opportunities To provide the necessary safeguards for vulnerable people, including those who may have a protected characteristic(s), to ensure their human rights are upheld and proper statutory processes are followed when interfering with those rights.</p> <p>Challenges To ensure that new ways of working are embedded and appropriate triage systems are in place to assess those who are most at risk.</p>	Appropriate training in the revised legislative framework will be provided.
Cost Decreases				
Adult Single Programme	All	To support the council's strategic direction of keeping people safe, connecting people to appropriate community resources and maximising a person's independence	<p>Opportunities: To continue to support prevention to delay and avoid more expensive care support and to further the integration of Health and Social Care to deliver positive outcomes for individuals. There are continued targets to manage future demand expanding the model of reablement, working in a multi-disciplinary way and also investing in social care to avoid crisis. As well as listening to our service users and improving the customer journey through the three tier conversation at the frontline of adult services.</p>	

Budget area: Prevention, Wellbeing and Communities - Key cost increases/decreases and what this means for protected groups

Budget change proposal	Protected groups	What does this mean and how will we do it	Potential opportunity/challenge (impact)	Strengthening action/Monitoring
Cost Increases				
Sexual health	All	Investment to support cost pressures in this area.	Opportunity To maintain existing contraception services to the people of Gloucestershire through their GP service and to be able to provide contraception to vulnerable women within maternity services.	
Substance misuse	All	Investment to support cost pressures in this area.	Opportunity To maintain existing support services in relation to substance misuse.	
Shortfall in early years funding	Age Sex Race Pregnancy Maternity	Investment to help address cost pressures in this area.	Opportunity To maintain support to the health and wellbeing prevention agenda for children and young people, including those with a protected characteristic.	
Cost Decreases				
Public Health and Other Prevention Activities	All	To identify efficiencies in health improvement services and through the re-commissioning of the self-harm helpline.	Opportunities With regard to the self-harm helpline, to deliver efficiencies by actively working with partners such as the Clinical Commissioning Group and 2Gether Trust to deliver a more joined up service(s). Challenge To ensure the council continues to deliver its mandated services in this area and to contribute to the associated ambitions in the NHS Long Term Plan.	As detailed proposals are developed, a specific Due Regard statement will be undertaken to consider the equality impact.

<p>Supporting People</p>	<p>All</p>	<p>This means reductions and efficiencies in community and accommodation based support services. This is in line with demand as we continue to deliver preventative interventions and increased throughput of Accommodation Based Support services by moving people onto independent living in a more timely fashion.</p>	<p>Opportunities: Commissioning approach established to support the development of a system wide coordinated response to enable increased access to support for people in vulnerable circumstances, including those with a protected characteristic.</p> <p>Challenges Community based support is open to everyone irrespective of tenure, which includes people with a protected characteristic(s)</p> <p>The flexibility of the proposed new model will allow for delivery to better meet the needs and preferences of different groups within the population</p>	<p>Framework established to support a system wide approach to commissioning of services to people in vulnerable circumstances. This approach will support the sharing of intelligence with arrangements to monitor impact on protected groups through current and future contract arrangements. As detailed proposals are developed, a specific Due Regard statement will be undertaken to consider the equality impact.</p>
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Budget Area: Economy, Environment and Infrastructure - Key cost increases/decreases and what this means for protected groups

Budget change proposal	Protected groups	What does this mean and how will we do it	Potential opportunity/challenge (impact)	Strengthening action/ Monitoring
Cost Increases				
Smart Places and Signals Engineer/ Traffic Signals Maintenance	Age Disability Pregnancy & Maternity	This is investment to maintain traffic signals and to ensure there is appropriate staffing in this area.	Opportunity To ensure we have the capability to adapt the traffic signal operation to take account of pedestrians, including those with a protected characteristic(s).	
Climate Change and Energy Strategy development	Age Disability Pregnancy & Maternity	This investment is to fund additional posts to help the council deliver its Climate Change and Energy Strategy.	Opportunity: Delivery of the Climate Change and Energy Strategy will potentially have an impact on improving people's health, wellbeing and safety; particularly vulnerable people, including the young and the elderly, and people with additional learning, physical and mental health needs.	Monitoring of the delivery of the Climate Change and Energy Strategy
Economy, Environment and Infrastructure	All	Changes to staffing structure - this is investment to ensure the council has sufficient capacity in key areas of Economy, Environment & Infrastructure.	Opportunity To have sufficient capacity to support good development in the county that takes account of the needs of people with a protected characteristic(s).	

Railway Partnership	Age Disability Pregnancy & Maternity	To provide investment to enable the Council to progress and influence investment in Gloucestershire Railways	Opportunity To enable the council to support the improvement of Gloucestershire Railways for its residents, including those with a protected characteristic(s).	
Community Maintenance Gangs	Age Disability Pregnancy & Maternity	This is investment to pay for additional gangs who between April and December carry out community maintenance work.	Opportunity This enables the council to work with community groups and Parish Councils to identify specific highway maintenance, such as repairs to foot ways, which benefit residents including those with a protected characteristic(s).	
One off cost increases: Railway station investment Internal Transport Unit (ITU) – air quality and school travel Climate action fund	Age Disability Pregnancy and Maternity All	Funding to cover operational costs of GCC maintained station car parks Investment to encourage active travel (Bikeability, cycling and walking) especially with young people at school. To provide investment to support the Climate Change Strategy objectives in becoming a carbon neutral council and county.	Opportunity Promoting public transport, cycling and walking helps improve wellbeing and to reduce transport emissions that are more harmful to the health of younger and older people. Opportunity Delivery of the Climate Change and Energy Strategy will potentially have an impact on improving people's health, wellbeing and safety; particularly vulnerable people, including the young and the elderly, and people with additional learning, physical and mental health needs.	

Business Case Development fund for grant applications	All	Investment to enable the council to support the development of business cases for grants in relation to major infrastructure projects.	Opportunity Business cases will take into account the impact that the proposals will have on Gloucestershire residents, including those with a protected characteristic(s).	
Cost Decreases				
Highways cost recovery	Age Disability	Review of a number of charges in relation to licence permits and permissions on highways.	Opportunity To ensure the council can continue to provide the relevant services to residents of Gloucestershire, including those with a protected characteristic.	As detailed proposals are developed, a specific Due Regard statement will be undertaken to consider the equality impact.
Libraries	All	Adjustment of pattern of opening hours and staff efficiency savings	Opportunity To ensure library opening hours meet the needs of local communities and a new Library Strategy.	As detailed proposals are developed, a specific Due Regard statement will be undertaken to consider the equality impact.
Parking	All Disability Age	Inflationary increases in parking and street works charges.	Opportunity To continue the existing ability for a blue badge holder to park for free for up to 3 hours on street.	As detailed proposals are developed, a specific Due Regard statement will be undertaken to consider the equality impact.

Budget Area: Gloucestershire Fire & Rescue Service - Key cost increases/decreases and what this means for protected groups

Budget change proposal	Protected groups	What does this mean and how will we do it	Potential opportunity/challenge (impact)	Strengthening action/ Monitoring
Cost Increases				
Gloucestershire Fire & Rescue Service – Staffing	All	Investment to enable the reintroduction of frontline critical posts.	<p>Opportunity To recruit, retain and develop a workforce that reflects the communities it serves and continue to develop an inclusive culture which supports everyone to do their best, including those with a protected characteristic(s).</p> <p>In addition to this, the investment in GFRS’s front line critical posts will contribute towards making those groups who may be more vulnerable in the county, safer, whether at work or home, including those who may have a protected characteristic(s).</p>	
SkillZONE	Age Disability	Investment in subsidised travel for key stage 2 and 3 children	<p>Opportunity To ensure that children and young people, including those with a protected characteristic(s), are able to access Skillzone and develop interactive life skills.</p>	The programme of learning delivered by Skillzone is adapted to suit children and young people with SEND and other protected characteristic(s).

Budget Areas: Corporate Resources and Support - Key cost increases/decreases and what this means for protected groups

Cost Increases				
One off cost: Human Resources	All	One off investment to improve wellbeing in the workplace, to develop workforce skills and agile working and a review of the pay and reward package.	Opportunity To support council workforce in relation to their wellbeing and workforce skills, including those who may have a protected characteristic(s). To ensure that the pay and reward package is fit for purpose and all employees are treated fairly.	
Legal Services	Age Disability	Investment in Legal Services for additional child protection resource.	Opportunity To ensure the council's legal services have sufficient resources to safeguard children and young people through appropriate legal channels.	

Workforce

During 2018/2019, GCC developed a three year Workforce Strategy in order to continue to develop our workforce and to assist in planning for the future. The emphasis during this time has been on developing our organisational values and behaviours, as well as providing skills development programmes to ensure that we have the right skills available in our workforce. 2020/21 will be the second year of delivering that strategy with a focus on a further shift in culture to embed our values and behaviours, proactive promotion of employee wellbeing, leadership development, improving the recruitment and retention of hard to fill professional workers and ensuring that our pay and reward package is fit for purpose. Given our new digital focus, we are also investing in learning and development for employees to ensure that all are able to upskill in this area and work in the new way.

As at 1 September 2019, 3,770 individuals were employed by the County Council this including employees from the Gloucestershire Fire and Rescue Service and excluding those individuals who are engaged on casual or temporary contracts. The next Annual Workforce Equality Report will be published in April 2020.

The Council provides a toolkit and specialist HR advice to assist managers when planning restructures and other organisational change projects. This helps to ensure that the process of change management is carried out fairly and on an equitable and transparent basis, incorporating the principles of the Public Sector Equality Duty and other statutory requirements. This toolkit is kept under review and updated as necessary to ensure it remains relevant and legally compliant.

The Council will continue to support the retention of staff. To achieve this we offer and promote a range of flexible working practices and family friendly policies as well as agile working. We continue to operate voluntary purchase of additional leave and voluntary reduction to working hour's schemes, which were initially launched in 2013 and have been extended due to their popularity. We also provide a number of sacrifice schemes and other staff benefits. We actively promote our hard to fill professional roles and are reviewing our pay and reward scheme to ensure that it is fit for purpose and attracts a wide range of candidates including those with protected characteristics. We are a Disability Confident employer.

The Council communicates and engages with staff through a variety of processes including: employee voice groups, staff networks, formal consultation and negotiations with Trade Unions, internal communications channels and team meetings.

We have employee networks for black, Asian and minority ethnic employees; employees with caring responsibilities; employees with disabilities; lesbian, gay, bisexual and transgender employees and young employees. The Dignity at Work network is one of the initial points of contact for any employee who believes they are experiencing bullying and harassment in the workplace.

Support is provided through the Occupational Health and Safety services, including professional face to face counselling to support staff in appropriate cases. The Council continues to sign up to the Mindful Employer Charter and the OH team keeps support and advice under review to enable managers and staff have relevant information available. A Health and Wellbeing Action Plan was agreed in 2019 and this is currently being implemented. There is one off investment during 2020/21 to pilot a number of programmes to proactively encourage employees to improve their health and reduce the potential for future physical and mental health problems.

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.

Action Plan

Action	Who is accountable	Time frame
Support the production of Due Regard Statements for decisions required by the MTFS and Council Strategy.	Mandy Quayle	April 2020 - March 2021
Ensure that Due Regard is given as appropriate during the year as the proposals in the budget are developed in detail and implemented	Relevant Directors	April 2020 - March 2021

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 MTFS and Council Strategy include clear priorities for the coming years. These include measures of success which are incorporated into strategic performance reports which in turn are monitored on a regular basis and reported to the Corporate Leadership Team (CLT) and Overview and Scrutiny Committees.

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.