

## 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'.<sup>1</sup>

- 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':	Gloucestershire Economic Recovery Plan 2021-24
Person(s) responsible for completing this statement	Simon Excell Lead Commissioner: Strategic Infrastructure  Tel: 01452 328487 Email: <a href="mailto:Simon.Excell@gloucestershire.gov.uk">Simon.Excell@gloucestershire.gov.uk</a>
Briefly describe the activity being considered including aims and expected outcomes	The Covid-19 pandemic has caused a significant economic shock over the last 10-months across the whole country, as well as globally. The full impact of this is yet to be fully understood, and still very much in response, and the pathway to recovery must be closely monitored to ensure that resource and investment can be used to support our residents and communities back into employment and businesses into growth throughout the county. In developing the County Council's Covid-19 Economic Recovery Plan, engagement has taken place internally with staff and members, as well as with key stakeholders and partners across the county including district councils and the LEP. This has provided a consensus view of the role of the county council in recovery planning coordination, identifying gaps and

<sup>1</sup> 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.

establishing core activity around which the county needs to focus. It has also been supported by an internal E, E and I Covid 19 Transition Board, comprising lead officers across growth and recovery, to form a set of themes against which recovery outcomes will be delivered.

Some of this work delivered to date has included a detailed look at the role of the county council in recovery planning as well as regular monitoring of the economic data and evidence on impacts on the economy and residents that is available. In considering the challenges and opportunities that have been identified so far, the county council has to play a clear strategic leadership role. This will also involve a convening role in delivering not only business as usual, but also step change in a number of activities to stimulate and encourage the recovery of the county to deliver better outcomes, focussing on :

- Performing the core role efficiently and effectively and identifying the resources required to deliver at scale and pace.
- Building on the existing framework of plans and strategies, taking care not to duplicate and identifying ways to secure additional funding for the county as a whole.

In addition to those key areas, there is also a need to contribute more at a local, sub-regional, regional and national level, supporting the growth of the economy and place. Three key themes have been developed through the evidence gathering by the Transition Group and partners, and these have been used to frame an action plan against which the county council will deliver positive outcomes for residents, communities and businesses, under the headings of

- People, place and connectivity
- Skills and employment Infrastructure,
- Economy and growth

## Documenting use of sufficient information

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

### Service user data

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

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

### Needs analysis

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

### Data gaps

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

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

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

**Who is responsible for delivering the service?**

Gloucestershire County Council will be responsible for the delivery of the Recovery Plan which will have a three stage short , medium and longer term action plan, and where appropriate will work in partnership with the other local authorities, Gfirst LEP, VCS and other partners.

**Service user data/Needs analysis information**

**Specific Covid Related Data**

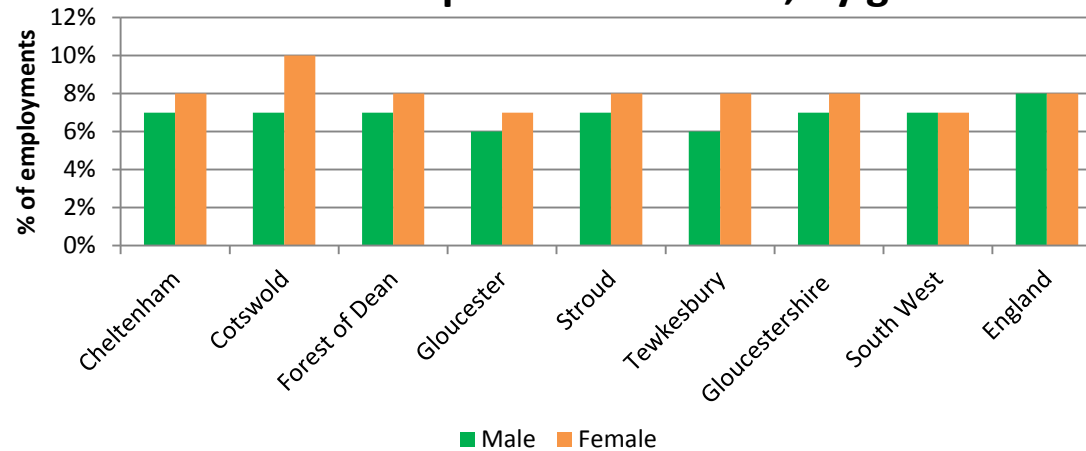
**Take up rate of Coronavirus Job Retention Scheme at 30th September by gender based on all claims received by 31st October**

Data based on all claims at the 31<sup>st</sup> October showed that at the end of September 21,800 employments in Gloucestershire were furloughed and had made claims to the Coronavirus Job Retention Scheme. This equates to 7% of total employments, which was marginally lower than the national average and in line with the regional average. At district level Gloucester had the lowest take up rate, with 6% of employments having taken up the Coronavirus Job Retention Scheme, Cotswold, Cheltenham, Forest of Dean and Stroud had the highest take up rate at 8% in line with the national average.

Data shows that in Gloucestershire a slightly higher proportion of females are furloughed than males (8% compared to 7%), this differs from the picture seen nationally and regionally where the take up rate is the same across both genders. This gender difference is seen across all Gloucestershire districts but is particularly pronounced in Cotswold and Tewkesbury, which might reflect the nature of employment within these areas.

### Take up rate of Coronavirus Job Retention Scheme at 30th September based on all claims received up to 31st October, by gender

	Female	Male
Cheltenham	8%	7%
Cotswold	10%	7%
Forest of Dean	8%	7%
Gloucester	7%	6%
Stroud	8%	7%
Tewkesbury	8%	6%
Gloucestershire	8%	7%
South West	7%	7%
England	8%	8%



Source: Coronavirus Job Retention Scheme (CJRS) Statistics: November 2020, HMRC

- Geographic breakdowns of CJRS claims are based on an employee's last known address to HMRC.
- Geographic breakdowns do not directly translate to the employee's usual place of work, or where their employer has a base of operations.
- Where a CJRS claim has not been able to match to other HMRC data, it has been reported as 'Unknown'
- Counts have been rounded to the nearest 100.
- Based on all claims received up to the 31st October
- Components may not sum to the total because of rounding.

Age

Mid 2019 Population Estimates, ONS

<b>Age Group</b>	<b>Number</b>	<b>Gloucestershire % of population</b>
0-19	142,506	22.4%
20-64	357,054	56%
65+	137,510	21.6%

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 24.6% Gloucester has the highest proportion of children and young people and exceeds the county and national figures. Gloucester and Cheltenham have the highest proportion of people aged 20-64 (58.5% and 57.8% respectively) exceeding the county 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 25.9% Cotswold has the largest proportion of people aged 65 and over.

In terms of the impact of Covid on age Gloucestershire has a higher proportion of older workers between 50-64-year olds, who are more likely to be employed in the public sector and in business services, where employment levels are expected to be more resilient. This needs to be factored into considerations for the provision of support offered in the future to avoid a “lost generation” of young people without opportunity and career prospects.

The sectors which are expected to have the highest job losses such as accommodation and food services and arts, entertainment and recreation generally have a higher proportion of young people employed in those sectors.

Disability

2011 Census, QS303EW Long-term health problem or disability, local authorities in England and Wales.

<b>Day-to-day activities</b>	<b>Number</b>	<b>% of population</b>
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 2019*

Dementia is one of the major causes of disability in older people. Estimates suggest that in 2020 there are predicted to be around 9,907 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](http://www.pansi.org.uk/)  
Learning disability projections 2019*

Learning disability is one of the most common forms of disability in the UK. Predictions suggest there will be approximately 12,004 people aged 18+ living with a learning disability in Gloucestershire in 2020. Of this group, an estimated 2,459 people are predicted to have moderate or severe learning disabilities, equating to 0.5% of the adult population.

*Public Health England, Learning Disability Profile*

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%

<https://fingertips.phe.org.uk/profile/general-practice/data#page/4/gid/2000004/pat/46/par/E39000043/ati/152/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/0/gid/2000004/pat/46/par/E39000043/ati/152/are/E38000062>

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 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

Mid 2019 Population Estimates, ONS

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>

Gender	Number	% of population
Female	324,498	50.9
Male	312,572	49.1

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 84.0 years and for males is 80.6 years (2017-19). Thus, as age increases females outnumber males by an increasing margin. In Gloucestershire 52.8% of people aged 65-84 are female; the proportion increases to 63.9% amongst people aged 85 and over.



<p><u>2011 Census</u></p>	<p>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.</p>																											
<p>Race (including Gypsy &amp; Traveller)</p> <p><i>2011 Census - KS201EW Ethnic group, local authorities in England and Wales</i></p>	<table border="1" data-bbox="788 432 1899 821"> <thead> <tr> <th><b>Ethnic Origin</b></th> <th><b>Number</b></th> <th><b>% of population</b></th> </tr> </thead> <tbody> <tr> <td>White: English/Welsh/Scottish/Northern Irish/British</td> <td>546,599</td> <td>91.6</td> </tr> <tr> <td>White: Irish</td> <td>3,759</td> <td>0.6</td> </tr> <tr> <td>White: Gypsy or Irish traveller</td> <td>731</td> <td>0.1</td> </tr> <tr> <td>White: White other</td> <td>18,558</td> <td>3.1</td> </tr> <tr> <td>Mixed/Multiple Ethnic Group</td> <td>8,661</td> <td>1.45</td> </tr> <tr> <td>Asian/Asian British</td> <td>12,433</td> <td>2.08</td> </tr> <tr> <td>Black/African/Caribbean/Black British</td> <td>5,150</td> <td>0.86</td> </tr> <tr> <td>Other Ethnic Group</td> <td>1,093</td> <td>0.18</td> </tr> </tbody> </table> <p>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).</p> <p>At district level:</p> <ul style="list-style-type: none"> <li>• 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%.</li> </ul>	<b>Ethnic Origin</b>	<b>Number</b>	<b>% of population</b>	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
<b>Ethnic Origin</b>	<b>Number</b>	<b>% of population</b>																										
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																										

	<ul style="list-style-type: none"> <li>• Cheltenham also had a higher proportion of people from Black and Ethnic Minorities (5.7%) than the county-wide figure.</li> <li>• Forest of Dean has the lowest proportion of people from a Black or Ethnic Minority, at 1.5% of the total population.</li> <li>• The proportion of people that are 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).</li> <li>• The proportion of people that are classified as Caribbean and White and Black Caribbean is higher in Gloucester than the county and England.</li> </ul>												
<p>Gender reassignment</p> <p><i>Gender Identity Research and Education Society (2011) The Number of Gender Variant People in the UK – Update 2011.</i>  <a href="http://www.gires.org.uk/wp-content/uploads/2014/10/Prevalence2011.pdf">http://www.gires.org.uk/wp-content/uploads/2014/10/Prevalence2011.pdf</a></p> <p><i>ONS (2017) Mid-Year Population Estimates</i></p> <p><i>Gender Identity Research and Education Society (2009) Gender Variance in the UK.</i>  <a href="http://www.gires.org.uk/assets/Medpro-Assets/GenderVarianceUK-report.pdf">http://www.gires.org.uk/assets/Medpro-Assets/GenderVarianceUK-report.pdf</a></p>	<p>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.</p> <p>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 3,822 and 6,370 adults in the county that are experiencing some degree of gender variance. G IRES 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.</p>												
<p>Marriage &amp; civil partnership</p> <p><i>2011 Census - KS103EW Marital and civil partnership status, local authorities in England and Wales.</i></p>	<table border="1"> <thead> <tr> <th>Marital status</th> <th>Number</th> <th>% of population</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>149,732</td> <td>30.5</td> </tr> <tr> <td>Married</td> <td>245,879</td> <td>50.2</td> </tr> <tr> <td>In a registered same-sex civil partnership</td> <td>1,326</td> <td>0.3</td> </tr> </tbody> </table>	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
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											

	<table border="1"> <tr> <td>Separated (but still legally married or still legally in a same-sex civil partnership)</td> <td>11,515</td> <td>2.3</td> </tr> <tr> <td>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</td> <td>46,452</td> <td>9.5</td> </tr> <tr> <td>Widowed or surviving partner from a same-sex civil partnership</td> <td>35,239</td> <td>7.2</td> </tr> </table>	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			<p>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:</p> <p>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.</p>												
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																							
<p>Pregnancy &amp; maternity</p> <p><i>Live Births, ONS</i></p>	<table border="1"> <thead> <tr> <th>Age of mother</th> <th>Gloucestershire number</th> <th>Percentage (%) of live births</th> </tr> </thead> <tbody> <tr> <td>Under 20</td> <td>122</td> <td>2.0</td> </tr> <tr> <td>20-24</td> <td>728</td> <td>11.9</td> </tr> <tr> <td>25-29</td> <td>1,702</td> <td>27.8</td> </tr> <tr> <td>30-34</td> <td>2,089</td> <td>34.1</td> </tr> <tr> <td>35-39</td> <td>1,192</td> <td>19.5</td> </tr> <tr> <td>40-44</td> <td>269</td> <td>4.4</td> </tr> </tbody> </table>			Age of mother	Gloucestershire number	Percentage (%) of live births	Under 20	122	2.0	20-24	728	11.9	25-29	1,702	27.8	30-34	2,089	34.1	35-39	1,192	19.5	40-44	269	4.4	
Age of mother	Gloucestershire number	Percentage (%) of live births																							
Under 20	122	2.0																							
20-24	728	11.9																							
25-29	1,702	27.8																							
30-34	2,089	34.1																							
35-39	1,192	19.5																							
40-44	269	4.4																							

	45+	22	0.4																														
	Total	6,124	100.0																														
	<p>There were 6,124 live births in Gloucestershire in 2019. 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 (13.8% in Gloucestershire compared with 16.0% in England).</p> <p>At district level:</p> <ul style="list-style-type: none"> <li>• Gloucester has the highest proportion of births amongst mothers aged 20 or under and exceeds the county and national figure.</li> <li>• The Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ and exceed the county and national figure.</li> </ul>																																
<p>Religion or Belief</p> <p><i>2011 Census - KS209EW Religion, local authorities in England and Wales</i></p>	<table border="1"> <thead> <tr> <th data-bbox="786 842 1263 911">Religion</th> <th data-bbox="1263 842 1525 911">Number of people</th> <th data-bbox="1525 842 1812 911">% of population</th> </tr> </thead> <tbody> <tr> <td data-bbox="786 911 1263 948">Christian</td> <td data-bbox="1263 911 1525 948">379,144</td> <td data-bbox="1525 911 1812 948">63.5</td> </tr> <tr> <td data-bbox="786 948 1263 984">Buddhist</td> <td data-bbox="1263 948 1525 984">1,772</td> <td data-bbox="1525 948 1812 984">0.3</td> </tr> <tr> <td data-bbox="786 984 1263 1021">Hindu</td> <td data-bbox="1263 984 1525 1021">2,222</td> <td data-bbox="1525 984 1812 1021">0.4</td> </tr> <tr> <td data-bbox="786 1021 1263 1058">Jewish</td> <td data-bbox="1263 1021 1525 1058">539</td> <td data-bbox="1525 1021 1812 1058">0.1</td> </tr> <tr> <td data-bbox="786 1058 1263 1094">Muslim</td> <td data-bbox="1263 1058 1525 1094">5,741</td> <td data-bbox="1525 1058 1812 1094">1.0</td> </tr> <tr> <td data-bbox="786 1094 1263 1131">Sikh</td> <td data-bbox="1263 1094 1525 1131">449</td> <td data-bbox="1525 1094 1812 1131">0.1</td> </tr> <tr> <td data-bbox="786 1131 1263 1168">Other religion</td> <td data-bbox="1263 1131 1525 1168">2,940</td> <td data-bbox="1525 1131 1812 1168">0.5</td> </tr> <tr> <td data-bbox="786 1168 1263 1204">No religion</td> <td data-bbox="1263 1168 1525 1204">159,496</td> <td data-bbox="1525 1168 1812 1204">26.7</td> </tr> <tr> <td data-bbox="786 1204 1263 1241">Religion not stated</td> <td data-bbox="1263 1204 1525 1241">44,681</td> <td data-bbox="1525 1204 1812 1241">7.5</td> </tr> </tbody> </table> <p>According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it</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
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																															

	<p>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>												
<p>Sexual Orientation</p> <p><i>Department of Trade and Industry (2003), Final Regulatory Impact Assessment: Civil Partnership Act 2004</i>  <a href="http://webarchive.nationalarchives.gov.uk/20070603164510/http://www.dti.gov.uk/files/file23829.pdf">http://webarchive.nationalarchives.gov.uk/20070603164510/http://www.dti.gov.uk/files/file23829.pdf</a></p> <p><i>ONS (2016), Sexual Identity, UK:2016</i>  <a href="https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016">https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016</a></p> <p><i>Public Health England (2016)The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document</i>  <a href="https://nationallgbpartnershipdotorg.files.wordpress.com/2018/04/lgbt-public-health-outcomes-framework-companion-doc.pdf">https://nationallgbpartnershipdotorg.files.wordpress.com/2018/04/lgbt-public-health-outcomes-framework-companion-doc.pdf</a></p> <p><i>Stonewall, 2015, Mental Health, Stonewall health briefing</i>  <a href="http://www.stonewall.org.uk/sites/default/files/Mental_Health_Stonewall_Health_Briefing_2012.pdf">http://www.stonewall.org.uk/sites/default/files/Mental_Health_Stonewall_Health_Briefing_2012.pdf</a></p>	<table border="1" data-bbox="790 432 1715 691"> <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>25,800</td> <td>5</td> </tr> <tr> <td>Stonewall upper estimate</td> <td>36,100</td> <td>7</td> </tr> <tr> <td>ONS Annual Population Survey estimate</td> <td>17,837</td> <td>2.8</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 (2018) suggests that lesbian, gay and bisexuals represent 2.8% of people aged 16 and over in England. If this figure is applied to Gloucestershire it would mean there were around 17,837 people in the county who are lesbian, gay or bisexual.</p> <p>The Annual Population Survey also found that 2.5% of males compared with 2.0% of females identified as LGB in 2018, and that young adults were more likely to identify as LGB than older age groups (4.4% of people aged 16)</p> <p>There were also regional variations, with London having the highest percentage (2.8%) and the North East the lowest (1.8%). The proportion of people in the South West identifying as LGB was 2.2%. These regional variations may be associated with regional differences in the age structure of populations.</p> <p>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</p>		Number of people aged 16+	% of population	Stonewall lower estimate	25,800	5	Stonewall upper estimate	36,100	7	ONS Annual Population Survey estimate	17,837	2.8
	Number of people aged 16+	% of population											
Stonewall lower estimate	25,800	5											
Stonewall upper estimate	36,100	7											
ONS Annual Population Survey estimate	17,837	2.8											

*Stonewall, 2011, Lesbian, Gay and Bisexual People in Later Life.*  
[www.stonewall.org.uk/sites/default/files/LGB\\_people\\_in\\_Later\\_Life\\_2011.pdf](http://www.stonewall.org.uk/sites/default/files/LGB_people_in_Later_Life_2011.pdf)

*Stonewall, 2012, Experiences of Health Care*  
[http://www.stonewall.org.uk/sites/default/files/Experiences\\_of\\_Healthcare\\_Stonewall\\_Health\\_Briefing\\_2012.pdf](http://www.stonewall.org.uk/sites/default/files/Experiences_of_Healthcare_Stonewall_Health_Briefing_2012.pdf)

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**

### Education/Learning

Our ambition is for residents to develop the skills and qualifications they will require to fully participate in economic activity in support of the local economy. This will provide sustainability and workforce, for businesses while investing in relevant skills and reskilling development to enable access to new jobs and career progression.

To address any inequalities gaps, we wish to support an inclusive employer model to increase awareness of the benefits of a diverse workforce and promote good practice in employing those who face barriers to work. We will do this through campaigns to encourage more apprenticeship delivery, work experience and by connecting people to opportunities.

Making the most of one of the Government's new support initiatives, the Kickstart programme, GCC has made a bid, and has worked

with partners across the voluntary, public and private sectors to create nearly 400 pledges for 6 monthly work experience placements, since the Covid pandemic. The scheme is targeted at 16-24 year olds on Universal Credits who are at risk of long-term unemployment, and who represent a key demographic at significant risk in the county.

Gloucestershire County Council's Highways Skills Academy has been set up to provide apprenticeships both with the council and its partners who together design, build and maintain our highways network in Gloucestershire. This partnership between Ringway, Tarmac, Atkins, Skanska and the County Council has already delivered over 20 apprenticeships for local people at a variety of different levels, including now developing traineeships to work alongside apprenticeships. These opportunities give a breadth of experience across the public and private sectors throughout the duration of the programme.

HE and FE Education institutions and training providers will have a role to play in engaging with businesses to understand emerging needs, and exploring labour market intelligence around employment growth to ensure current and future provision is fit for purpose. This will need to consider the approach to inclusive employment to support local residents with disabilities. The ability to track these emerging inequalities and identify where the gap is widening will be central to the role of the county council.

Encouraging resilience through skills and employment the aims are to

- Develop an inclusive employer model, led by the county council to promote good workplace practice and work to remove barriers to employment.
- Encourage greater collaboration between partners to fulfil skills needs.
- Work closely with businesses and investors to drive growth in cyber, tech, manufacturing, engineering and construction sectors.
- Drive the pipeline of county infrastructure projects to develop and execute needs analysis and fulfil gaps in the jobs market.
- 

The priorities relating to skills and employment will need to be developed in close coordination with GFirst LEP and other partners. The actions identified will need to be implemented in line with the recent Skills Update Report presented at the November meeting of the Gloucestershire Economic Growth Joint Committee (Item 5).

## 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'.

<b>Total number of GCC staff affected</b>	Although currently unaffected, how GCC staff work has clearly changed with a number of staff having to adapt to new ways of working and embracing new requirements and changes to the work they do. All GCC staff members are responsive and proactive to the needs that enable the County to implement the Recovery Plan.
---	--

## 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
Workforce	Some Officers are involved directly with the delivery of the Recovery Plan and have been involved in meetings with stakeholders in bringing the Recovery Plan forward.
Partners	The Recovery Plan has been produced in conjunction with officers across the County Council, with liaison and input from key stakeholders and partners, and with a clear understanding of the corporate/strategic roles and responsibilities of the county council, and align with the Recovery plans already developed by the District Councils and LEP.



	<p>Working closely with local stakeholders, as well as sub-regional partners and national government– aligning skills provision to employer and employee needs, understanding local supply chains, investing in local assets and ultimately growing out of the recession.</p> <p>In order to bring forward plans that will deliver growth and impact across the county successfully we will be working collaboratively and cohesively with existing and new partners across districts, GFirst LEP, the rest of the public sector, building on existing relationships to identify opportunities while delivering growth and resilience.</p>
External providers of services	Discussions have taken place with external providers (local businesses) in respect of the “KickStart” Initiative.

## 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)	<p>The delivery of a Recovery Plan</p> <ul style="list-style-type: none"> <li>• The sectors which are expected to have the highest job losses such as accommodation and food services and arts, entertainment and recreation generally have a higher proportion of young people employed in those sectors.</li> </ul>

	<ul style="list-style-type: none"> <li>• “Furlough Fighting” courses have commenced through Adult Community Learning to help residents develop the tools needed for job searching. This includes CV updating, interview technique refreshing and supporting people to understand how their skills may be transferable. This free course will help to build confidence and ensure residents are work ready for future opportunities.</li> <li>• Making the most of the government’s Kickstart programme GCC has worked across the voluntary, public and private sectors to create nearly 400 placements since the Covid pandemic. The scheme is targeted at 16-24 year olds on Universal Credits who are at risk of long-term unemployment, and who represent a key demographic at significant risk in the county</li> </ul>
<b>Disability (D)</b>	<ul style="list-style-type: none"> <li>• Evidence tells us that people with lower skills and those with complex needs also suffer disproportionately in recessions and this will arguably be compounded by a predicted decline in employment in retail, hospitality and leisure.</li> <li>• To address inequalities gaps, we wish to support an inclusive employer model to increase awareness of the benefits of a diverse workforce and promote good practice in employing those who face barriers to work. We will do this through campaigns to encourage more apprenticeship delivery, work experience and by connecting people to opportunities.</li> </ul>
<b>Sex (S)</b>	Not applicable
<b>Race (including Gypsy &amp; Traveller)(R))</b>	<p>Local data is not available however in October the ONS reported that up to the end of July “males and females of Black and South Asian ethnic background were shown to have increased risks of death involving the coronavirus (COVID-19) compared with those of White ethnic background”. This was consistent with previous findings using data to May.</p> <p>In December, the ONS published “Why have Black and South Asian people been hit hardest by COVID-19?” which found:</p> <ul style="list-style-type: none"> <li>• Some ethnic groups have more exposure to people at work and that Black and Asian men are more likely to have a job associated with higher COVID-19 death rates</li> <li>• Some ethnic groups may be worse hit financially and that Workers from Other White ethnic groups were more likely to report a loss of take-home pay than White British or Indian ethnicities</li> </ul>

	<ul style="list-style-type: none"> <li>• People in large households have a higher COVID-19 risk and that a person aged 70 years and older of South Asian ethnic background is more likely to live in a multi-generational household.</li> <li>• Living in more urban or deprived areas affects risk and that Most ethnic minorities are more likely to live in urban or more deprived areas, where death rates from COVID-19 are higher</li> <li>• Individuals of Indian ethnicity were more likely to have increased or persistent lost sleep from worry between April 2020 and 2019, compared to those of White British and Other White ethnicity.</li> </ul> <p><a href="https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/conditionsanddiseases/articles/whyhaveblackandsouthasianpeoplebeenhit hardestby covid19/2020-12-14">https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/conditionsanddiseases/articles/whyhaveblackandsouthasianpeoplebeenhit hardestby covid19/2020-12-14</a></p>
<b>Gender reassignment (GR)</b>	Not applicable
<b>Marriage &amp; civil partnership (MCP)</b>	Not applicable
<b>Pregnancy &amp; maternity (PM)</b>	Not applicable
<b>Religion and/or Belief (RAOB)</b>	Not applicable

<b>Sexual Orientation(SO)</b>	Not applicable
-------------------------------	----------------

## 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


## 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 Recovery Plan will go forward to GEGJC for sign off and adoption and will be monitored regularly at GEGJC meetings with updates reported back to Cabinet as required and if requested.

## 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

<b>Senior level sign off:</b>  <b>Colin Chick</b>	<b>Date:</b> 15.01.2021
--	----------------------------

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.

<b>Name of relevant Portfolio Holder/Cabinet Member:</b> Cllr Patrick Molyneux - Cabinet Member for Economy, Education and Skills	
<b>Signed by Portfolio Holder/Cabinet Member:</b> 	<b>Date:</b> 15.01.2021

## **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.