

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Economy, Environment and Infrastructure
Service area	Economic Growth and Strategic Planning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Proposed nomination for open call for a community to host a world first fusion power plant and associated opportunities
Brief outline of the proposal(s)	<p>In January 2021, the Government launched a STEP programme inviting bids to secure funding to create a single Fusion Technology Centre in the UK.</p> <p>STEP is a novel, challenging and game-changing programme; aiming to realise the potential of fusion energy to provide almost limitless, clean, secure, sustainable low carbon energy in the second half of this century. The community chosen to host this facility will place itself at the forefront of a global clean energy revolution – with all the benefits that entails.</p> <p>A joint bid is being prepared and submitted by end of March 2021 for consideration by the UKAEA, in their siting process, to create a Fusion Technical Centre, and pro-type reactor, at the former Berkeley and Oldbury Nuclear Plant sites following the decommissioning of these sites. Further details about the overall benefits are in the overarching cabinet report and documentation outlined below.</p> <p>Supporting Documentation</p> <ul style="list-style-type: none"> • UKAEA Step Programme & Siting https://step.ukaea.uk/ • WG Partnership Board • MP Briefing Note on Fusion Technology • Fusion Technology - Fusion energy Culham Centre for Fusion Energy (ukaea.uk)

Who is affected by the proposals?	Service users <input type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: Residents of Gloucestershire and South Gloucestershire
Decision to be taken and decision maker	That Cabinet endorses the submission of a bid nomination to the UK Atomic Energy Agency for the former nuclear energy production and new build sites at Berkeley and Oldbury to host a world first fusion power plant and associated innovation centre and business park as part of the STEP programme.
Person(s) responsible for completing this assessment	Angela Presdee Economic Development & Strategic Infrastructure Team Gloucestershire County Council Tel: 01452 328309 Mob: 07971121695 Email: angela.presdee@gloucestershire.gov.uk
Date of this assessment	02/02/2021

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	N/A
Workforce	N/A
Partners	<ul style="list-style-type: none"> Proposed Lead Entity: Western Gateway (and Partners) – Commission led by Gloucestershire County Council and South Gloucestershire Council Partners including; Horizon Nuclear Power, Nuclear Decommissioning Agency, Magnox, SGS College, South Gloucestershire Council, Gloucestershire County Council,

	<p>Stroud District Council, Nuclear South West, Business West, West of England Combined Authority, West of England LEP, GFirst LEP.</p> <ul style="list-style-type: none"> • A Steering Group has been established with representatives of all three Authorities, and key stakeholder partners as above to explore and prepare a nomination form/submission by the deadline of end of March 2021, as Stage 1 of the UKAEA STEP programme.
Other	N/A

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	At this stage we are engaging third parties to support a bid and so no service users will be affected however, If this bid is successful, the future opportunities afforded to the current young people of our counties post mid century will be beneficial on many levels and put the counties residents at the forefront of the clean energy agenda	At this stage we are engaging third parties to support a bid and so our workforce will be not be impacted. However, If this bid is successful, there will be future job creation opportunities during both the construction and operation of the site and its associated business which will benefit future generations of the local workforce, including those with protected characteristics.
Disability		There are no anticipated negative impacts at this stage
Sex		There are no anticipated negative impacts at this stage
Race	No Discrimination	There are no anticipated negative impacts at this stage
Gender reassignment	No Discrimination	There are no anticipated negative impacts at this stage
Marriage & civil	No Discrimination	There are no anticipated

partnership		negative impacts at this stage
Pregnancy & maternity	No Discrimination	There are no anticipated negative impacts at this stage
Religion and/or belief	No Discrimination	There are no anticipated negative impacts at this stage
Sexual orientation	No Discrimination	There are no anticipated negative impacts at this stage

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Currently the preparation of a bid is underway. Engaging with up to four prospective third parties to set out how they might be able to support the bid and provide a cost for that support. No changes are proposed at this stage of the process	No Changes

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	If the submitted proposal proceeds to the next phase of the UKAEA siting process, then due consideration and a review of the EIA would need to happen, to highlight the opportunity which may exist for those with the protected characteristic.	End of 2021	Lead Commissioner: Strategic Infrastructure

Positive	Submit a bid to UKAEA	By end of March 2021(deadline)	Lead Commissioner: Strategic Infrastructure
Positive	Inform and keep updated Cabinet Members and all partners and stakeholders of the processes and outcomes	On going	Lead Commissioner: Strategic Infrastructure

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
On going reviews and updates to all stakeholders at each stage of the bid process and if successful further reports as and when appropriate

7. Officer / Decision-maker Sign off

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

Signature of Senior Officer	
Name of Senior Officer	Simon Excell
Date	11.03.2021

Decision maker: 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.

Signature of decision maker	
Name of decision maker	Councillor Nigel Moor
Date	11.03.2021

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information		
<p style="text-align: center;">Age <i>percentage/profile of service user ages</i></p>	<p style="text-align: center;">Age Group</p>	<p style="text-align: center;">Number</p>	<p style="text-align: center;">Gloucestershire % of population</p>
	0-19	142,506	22.4%
	20-64	357,054	56%
	65+	137,510	21.6%
	<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 24.6% 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.</p>		
<p style="text-align: center;">Disability <i>percentage/profile of service users who have a disability</i></p> <p>2011 Census, QS303EW Long-term health problem or disability, local authorities in England and Wales.</p>	<p style="text-align: center;">Day-to-day activities</p>	<p style="text-align: center;">Number</p>	<p style="text-align: center;">% of population</p>
	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
	<p>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</p>		

Poppi, <http://www.poppi.org.uk/>
Dementia projections 2019

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.

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>
[Learning disability projections 2019](http://www.pansi.org.uk)

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
<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>

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.

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>

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
percentage/profile of service users who are male and who are female

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>
[2011 Census](#)

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.

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
percentage/profile of service users who are from black and minority ethnic backgrounds

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

	<p>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"> • 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 total population. • 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). • The proportion of people that are classified as Caribbean and White and Black Caribbean is higher in Gloucester than the county and England.
<p>Gender reassignment percentage/profile of service users who have indicated they are transgender</p> <p><i>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</i></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</p>

ONS (2017) Mid-Year Population Estimates

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

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.

Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership

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 of 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 percentage/profile of service users who are female and who

Age of mother	Gloucestershire number	Percent of live
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<p><i>are pregnant or on a maternity leave</i></p>	Under 20	122	
	20-24	728	
	25-29	1,702	
	30-34	2,089	
	35-39	1,192	
	40-44	269	
	45+	22	
	Total	6,124	
<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"> • Gloucester has the highest proportion of births amongst mothers aged 20 or under and exceeds the county and national figure. • The Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ and exceed the county and national figure. 			
<p><i>Religion and/or belief percentage/profile of service users religious beliefs</i></p>	Religion	Number of people	% of population
	Christian	379,144	
	Buddhist	1,772	
	Hindu	2,222	
	Jewish	539	
	Muslim	5,741	
	Sikh	449	
	Other religion	2,940	
	No religion	159,496	
Religion not stated	44,681		
<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</p>			

<p style="text-align: center;">Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</p> <p>Department of Trade and Industry (2003), Final Regulatory Impact Assessment: Civil Partnership Act 2004 http://webarchive.nationalarchives.gov.uk/20070603164510/http://www.dti.gov.uk/files/file23829.pdf</p> <p>ONS (2016), Sexual Identity, UK:2016 https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016</p> <p>Public Health England (2016) The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document https://nationallgbpartnershipdotorg.files.wordpress.com/2018/04/lgbt-public-health-outcomes-framework-comparision-doc.pdf</p> <p>Stonewall, 2015, Mental Health, stonewall health briefing http://www.stonewall.org.uk/sites/default/files/Mental_Health_Stonewall_Health_Briefing_2012_.pdf</p> <p>Stonewall, 2011, Lesbian, Gay and Bisexual People in Later Life www.stonewall.org.uk/sites/default/files/LGB_people_in_Later_Life_2011_.pdf</p> <p>Stonewall, 2012, Experiences of Health Care http://www.stonewall.org.uk/sites/default/files/Experiences_of_Healthcare_Stonewall_Health_Briefing_2012_.pdf</p>	<p>county.</p> <table border="1" data-bbox="662 257 1428 616"> <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 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.</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											
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ONS Annual Population Survey estimate	17,837	2.8											

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Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age/Disability/Sex/Race/ Gender reassignment/marriage & civil partnership/ Pregnancy & maternity/Religion and/or belief/Sexual orientation	Not Affected
