

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	Environment, Economy & Infrastructure
Service area	Strategic Infrastructure – Transport Planning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Infrastructure Recovery Strategy
Brief outline of the proposal(s)	To develop an Infrastructure Recovery Strategy to recover funds from third party development benefitting from publicly funded infrastructure
Who is affected by the proposals?	Service users <input type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 150px;" type="text" value="All"/>
Decision to be taken and decision maker	Progress with the development of the Infrastructure Recovery Strategy by producing a consultation report and finalising the recovery strategy document for adoption at cabinet
Person(s) responsible for completing this assessment	David Simmons
Date of this assessment	January 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	The Infrastructure Recovery Strategy will be seeking the views of Service users, workforce and partners and feedback will be used to revise the strategy where necessary.

	<p>A six week public consultation will take place which will include;</p> <ul style="list-style-type: none"> - Publication of the draft Infrastructure Recovery Strategy on the council webpages with a web-form to provide feedback alternatively respondents can email feedback should they wish not to use the web form. - Notification emails will be submitted to interested parties. - Media/Social media posts will be shared to ensure wider public engagement. <p>The consultation will not require names, gender or ages of respondents and feedback will be anonymous with only key themes drawn from responses.</p> <p>Service users will include but not limited to;</p> <ul style="list-style-type: none"> - Councillors - Businesses - Stakeholder organisations, including protected groups - Stakeholder groups and voluntary organisations - The general public
Workforce	<p>The consultation will include internal GCC workforce teams such as;</p> <ul style="list-style-type: none"> - GCC Archaeology & Heritage - GCC Ecology - GCC Flood Risk Management - GCC Development Management (Highways and Planning) - GCC Integrated Transport Unit - GCC Local Highway Managers - GCC Thinktravel Team - GCC Public Rights of Way - GCC Road Safety - GCC Strategic Infrastructure - GCC Communities Infrastructure - GCC Adult Social Care - GCC networking groups (PRISM, Black Workers Network, Young Employees Network)
Partners	<p>The consultation will include a full range of key stakeholders and interested parties included but not limited to;</p> <ul style="list-style-type: none"> - Public Health - Local Nature partnerships - GFirst LEP - Transport Operators - District/Parish Councils

	<ul style="list-style-type: none"> - Planning/Transport consultants - Land owners or promoters - Transport/Planning action/interest groups.
Other	

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	The proposals do not differentiate or discriminate on the basis of age.	Not affected
Disability	The proposals do not differentiate or discriminate on the basis of age.	Not affected
Sex	The proposals do not differentiate or discriminate on the basis of age.	Not affected
Race	The proposals do not differentiate or discriminate on the basis of age.	Not affected
Gender reassignment	The proposals do not differentiate or discriminate on the basis of age.	Not affected
Marriage & civil partnership	The proposals do not differentiate or discriminate on the basis of age.	Not affected

Pregnancy & maternity	The proposals do not differentiate or discriminate on the basis of age.	Not affected
Religion and/or belief	The proposals do not differentiate or discriminate on the basis of age.	Not affected
Sexual orientation	The proposals do not differentiate or discriminate on the basis of age.	Not affected

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
n/a	
n/a	
n/a	

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	Review consultation feedback to establish whether there are any previously unknown equality implications raised by the strategy and amend the strategy accordingly	Post consultation.	Dave Simmons

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

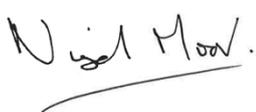
The content of consultation feedback that is received will be evaluated and analysed and if any impacts related to protected groups does become apparent it will be recorded. Once the consultation has been completed, the EIA will be assessed to ensure it still meets the needs of users and any issues raised will be included with appropriate mitigation actions provided. These will then feed into the strategy document itself to ensure revised, post consultation versions adequately capture the needs of protected groups, should changes be required.

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	Colin Chick
Date	10 March 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	
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Name of decision maker	Cllr Nigel Moor
Date	10 March 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>Age percentage/profile of service user ages</p>	<p>Projected Population Change</p> <p>Assuming current population trends continue, ONS projections suggest that the population in Gloucestershire will increase by 44,300 between 2016-2026, increasing from 623,100-667,400. This increase of 7.1% of the 2016 population is equivalent to an average annual increase of 0.7% per annum.</p> <p>Between 2026-2041, the population is projected to increase by 7.2% to 715,300 at the end of the emerging LTP plan horizon, in 2041..</p> <p>Over the full 25 year period of the ONS projections, the Gloucestershire population is projected to increase by 14.8%, with an annual average growth rate of 0.6%. These projections are slightly higher than those for England.</p> <p>Within the county, Tewkesbury and Gloucester are projected to have the largest percentage increases in population over the next 25 years (21.0% and 17.5% respectively) whilst the Cheltenham is projected to have the smallest increase (9.2%).</p> <p>Tables of population changes by district and age are set out in the pages to follow.</p> <p><i>Table 1: Projected population changes in Gloucestershire by district 2016-2041</i></p> <table border="1" data-bbox="432 1413 1398 2002"> <thead> <tr> <th data-bbox="432 1413 922 1608" rowspan="2">Table 1: Projected population changes in Gloucestershire by district 2016 to 2041 Number of people</th> <th colspan="5" data-bbox="922 1413 1398 1451">Projected population growth (%)</th> </tr> <tr> <th data-bbox="432 1608 667 1720">2016</th> <th data-bbox="667 1608 842 1720">2026</th> <th data-bbox="842 1608 1007 1720">2041</th> <th data-bbox="1007 1608 1171 1720">2016-2026</th> <th data-bbox="1171 1608 1398 1720">2026-2041</th> </tr> </thead> <tbody> <tr> <td data-bbox="432 1720 667 1787">Gloucestershire</td> <td data-bbox="667 1720 842 1787">623,100</td> <td data-bbox="842 1720 1007 1787">667,400</td> <td data-bbox="1007 1720 1171 1787">715,300</td> <td data-bbox="1171 1720 1286 1787">7.1</td> <td data-bbox="1286 1720 1398 1787">7.2</td> </tr> <tr> <td data-bbox="432 1787 667 1854">Cheltenham</td> <td data-bbox="667 1787 842 1854">117,200</td> <td data-bbox="842 1787 1007 1854">121,600</td> <td data-bbox="1007 1787 1171 1854">128,000</td> <td data-bbox="1171 1787 1286 1854">3.8</td> <td data-bbox="1286 1787 1398 1854">5.3</td> </tr> <tr> <td data-bbox="432 1854 667 1921">Cotswold</td> <td data-bbox="667 1854 842 1921">86,100</td> <td data-bbox="842 1854 1007 1921">91,500</td> <td data-bbox="1007 1854 1171 1921">96,500</td> <td data-bbox="1171 1854 1286 1921">6.3</td> <td data-bbox="1286 1854 1398 1921">5.5</td> </tr> <tr> <td data-bbox="432 1921 667 2002">Forest of Dean</td> <td data-bbox="667 1921 842 2002">85,400</td> <td data-bbox="842 1921 1007 2002">90,900</td> <td data-bbox="1007 1921 1171 2002">96,900</td> <td data-bbox="1171 1921 1286 2002">6.4</td> <td data-bbox="1286 1921 1398 2002">6.6</td> </tr> </tbody> </table>	Table 1: Projected population changes in Gloucestershire by district 2016 to 2041 Number of people	Projected population growth (%)					2016	2026	2041	2016-2026	2026-2041	Gloucestershire	623,100	667,400	715,300	7.1	7.2	Cheltenham	117,200	121,600	128,000	3.8	5.3	Cotswold	86,100	91,500	96,500	6.3	5.5	Forest of Dean	85,400	90,900	96,900	6.4	6.6
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Gloucester	128,400	139,100	150,900	8.3	8.5
Stroud	117,500	126,200	136,000	7.4	7.8
Tewkesbury	88,500	98,200	107,100	11.0	9.1
England	55,268,100	58,505,600	61,952,100	5.9	5.9

Projected Changes in Age Structure

Tables 2 and 3 show the projected changes in the age structure of the Gloucestershire population. The dominating feature of the projections is the sharp increase in population in the age group 65 or over, which is projected to increase from 129,700 in 2016 to 206,700 in 2041. This increase is sharper than the national trend for England and means that by 2041 the proportion of people in Gloucestershire who are aged 65 or over will have risen from 20.8% of the population to 28.9%.

The population of children and young people (those aged 0-19) is projected to rise by only 8.1% over the twenty-five year period. By comparison, the working age population (those aged 20-64) is projected to rise by only 1.0% over the same period. This increase is lower than the national trend for this group and means that by 2041 the working population in Gloucestershire will have fallen from 56.7% of the population to 49.9% of the population.

Table 2: Projected population change by age group, 2016 to 2041

Age	Number of people in Gloucestershire			% increase 2016-2026		% increase 2026-2041	
	2016	2026	2041	GLOS.	ENGLAND	GLOS.	
All Ages	623,100	667,400	715,300	7.1	5.9	7.2	5.9
0-19	140,600	150,900	152,000	7.3	6.0	0.7	-1.6
20-64	353,000	356,200	356,700	0.9	1.7	0.1	1.4
65+	129,700	160,200	206,700	23.5	19.4	29.0	27.1

Table 3: Age Structure of Gloucestershire population, 2016 to 2041 (%)

Age	2016		2026		2041	
	GLOS.	ENGLAND	GLOS.	ENGLAND	GLOS.	ENGLAND
0-19	22.6	23.7	22.6	23.7	21.2	22.1

20-64	56.7	58.4	53.4	56.1	49.9	53.7
65+	20.8	17.9	24.0	20.2	28.9	24.2

Table 4 shows in greater detail the predicted growth in the older people population from 2016-2041. From 2016-2026, growth is predicted to be sharpest in the age group 75-84 (an increase of 46.3%), whilst from 2026 to 2041, growth is predicted to be sharpest in the age group 85 or over (an increase of 77.5%). These changes mean that by 2041, the proportion of people in the county who are aged 65 or over will have risen from 20.8% to 28.9% and the proportion of people aged 85 or over will have risen from 2.9% to 5.5%.

Table 4: Projected older people population change, 2016 to 2041

Age	Number of people in Gloucestershire			% increase 2016 to 2026		% increase 2026 to 2041	
	2016	2026	2041	GLOS.	England	GLOS.	England
65-74	71,100	78,300	89,900	10.1	7.7	14.8	15.6
75-84	40,800	59,700	77,400	46.3	37.4	29.6	27.3
85+	17,800	22,200	39,400	24.7	24.1	77.5	67.5

- In all three age groups, the projected percentage increases in overall population are greatest in Tewkesbury and Gloucester.
- Amongst the 0-19 age group, the projected percentage increase is greatest for Tewkesbury (15.2%) and smallest for Cheltenham (2.6%).
- In the districts Cotswold, Forest of Dean and Cheltenham, the working age group (those aged 20-64) is predicted to shrink by 5.3%, 3.2% and 2.7% respectively. By comparison, this age group is predicted to grow in Stroud, Tewkesbury and Gloucester by 2.6%, 5.7% and 6.6% respectively.
- Considerable growth in the older people age group (those aged 65+) is predicted in all districts. The increase is sharpest in Gloucester (69.7%) and lowest in Cheltenham (53.4%).

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 average for England. There is also 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 and Cheltenham have the highest proportion of people aged 20-64 (58.2% and 58.5% respectively) 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>Disability percentage/profile of service users who have a disability</p>	<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 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.</p> <p>Gloucestershire Disability Population (by day-to-day activities)</p> <table border="1"> <thead> <tr> <th>Day-to-day activities</th> <th>Number</th> <th>% of population</th> </tr> </thead> <tbody> <tr> <td>day-to-day activities are not limited</td> <td>497,238</td> <td>83.3</td> </tr> <tr> <td>day-to-day activities are limited</td> <td>99,746</td> <td>16.7</td> </tr> <tr> <td>(day-to-day activities are limited a little)</td> <td>(56,454)</td> <td>(9.5)</td> </tr> <tr> <td>(day-to-day activities are limited a lot)</td> <td>(43,292)</td> <td>(7.3)</td> </tr> </tbody> </table>	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)
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<p>Sex percentage/profile of service users who are male and who are female</p>	<p>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.</p> <p>Gloucestershire Gender Population</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Number</th> <th>% of population</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>322,721</td> <td>50.9</td> </tr> <tr> <td>Male</td> <td>310,837</td> <td>49.1</td> </tr> </tbody> </table>	Gender	Number	% of population	Female	322,721	50.9	Male	310,837	49.1						
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<p>Race percentage/profile of service users who are from black and minority ethnic backgrounds</p>	<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</p>															

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).

Gloucestershire Population by Ethnic Origin

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

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 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.

Gender reassignment percentage/profile of service users who have indicated they are transgender

There is no definitive data or official estimates on the number of people with gender reassignment or trans people. A recent Home Office funded study, the Gender Identity Research and Education Society (GIRES), estimates applied to Gloucestershire’s 16+ population, we can estimate that there are between 3, – 5,000 plus adults in the county experiencing some degree of gender variance.¹

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

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

¹ Gloucestershire County Council Equality Profile 2019 Final.pdf

<i>civil partnership</i>	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 are pregnant or on a maternity leave	<p>There were 6,449 live births in Gloucestershire in 2018. 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).</p> <p>At district level:</p> <ul style="list-style-type: none"> • Gloucester and the Forest of Dean have the highest proportion of births amongst mothers aged 20 or under and exceed the county and national figure. • Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ and exceed the county and national figure.
Religion and/or belief percentage/profile of service users religious beliefs	According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most practised religion. This was followed by no religion which accounts for 26.7% of the total population. Gloucestershire has a higher proportion of people who are Christian, have no religion or have not stated a religion than the national figures. At a district level, Cotswolds had the highest proportion of people who follow Christianity, Cheltenham the highest proportion of Buddhists, Hindu and people with no religion. Gloucester had 3.2% of the total population of Muslims, highest proportionally.
Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual	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 2.0% of people aged 16 and over in England. If this figure is applied to Gloucestershire it would mean there were around 10,400 people in the county who identify as lesbian, gay or bisexual.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected	Total number of GCC staff affected:
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Characteristic	
Age	Workforce are considered under the general protected groups above.
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
