

## 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	Children's Services
Service area	Integrated Children and Families Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Residential Framework for Children's Homes
Brief outline of the proposal(s)	Development via a pseudo framework of residential children's homes in or close to Gloucestershire in order to improve outcomes for children and young people in care and meet the Local Authority Sufficiency Duty.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 150px;" type="text"/>
Decision to be taken and decision maker	Cabinet to agree the development of a pseudo framework for the provision of up to ten 2-3 bedded children's homes and two 6 bedded children's homes.
Person(s) responsible for completing this assessment	Adrian Wells Interim Senior Commissioner: Children and Families
Date of this assessment	22 June 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	
Workforce	

Partners	
Other	<p>Research on the number and type of childrens homes required has been completed via;</p> <ul style="list-style-type: none"> <li>• analysis of existing numbers of children looked after and their placements including location;</li> <li>• literature search on therapeutic childrens homes</li> <li>• engagement with potential providers</li> </ul>

### 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	Most children and young people in residential care are aged between 8 and 18 years of age. This will be reflected in the service specifications of the tender.	No identified significant impact
Disability	Some of the most complex children and young people are those with a disability. At present Children Services does not routinely report on the number of Children Looked After with a disability. The needs of individual disabled children and young people will be reflected in the service specification for the tender and on placement. Although it should be noted that it is not a primary focus of the tender to develop specific residential homes for children and young people with disabilities.	
Sex	The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%. Within the Children Looked After (CLA) population the figures show a different picture <sup>1</sup> ;	

<sup>1</sup> RS\_JRL21479\_CiCPlacementStability web report

	<p>% of CLA are male                      56.65%</p> <p>% of CLA female                         43.35%</p> <p>Options considered for the proposed homes include single sex and mixed residents. The key determinant will be achieving the most appropriate match of young people with each home rather than the sex of the individual</p>	
<p>Race</p>	<p>Gloucestershire is characterised by a comparatively small Black and Minority Ethnic population. The 2011 Census found that 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared with a national figure of 13.4%; of this group, 40.8% were born in another European country and 22.3% were born in the Middle East or Asia. More recent estimates suggest that in 2018/19 11.2% of Gloucestershire residents were born in another country.</p> <p>With regards to ethnic origin, the 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian/Asian British, 1.5% were from a Mixed/Multiple Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, 3.1% were in an 'other White' category and 0.2% were in another ethnic group. Some 36% of the people who were not White British were born in the UK.</p> <p>The 2011 Census found that overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p> <p>However when considering the Children Looked After population our data shows;</p> <p>% of CLA White                                 78.92%</p> <p>% of CLA Dual Heritage                       12.25%                      of</p> <p>which 67.74% are male</p> <p>% of CLA Indian/Asian                       1.71%</p> <p>% of CLA Afro Caribbean                    3.82% of which</p> <p>65.52% are male</p> <p>% of CLA Chinese                             0.40%</p> <p>% of CLA Other                                 2.37%</p> <p>% of CLA Not identified                     0.53%</p>	

	As above the key determinant for residents in each home will be achieving the most appropriate match of young people rather than the race of the individual. As part of the specification for the homes there will be expectation of a mixed staff group reflecting the sex and race of Gloucestershire children looked after population.	
Gender reassignment	Children's services do not collect data against certain protected characteristics of young people, for example sexual orientation or gender reassignment status. There are no official estimates of gender reassignment at either national or local level.	
Marriage & civil partnership	Children's services do not collect data against certain protected characteristics of young people, for example marriage and civil partnership. Young people aged under 18 would require the permission of a parent or someone with parental responsibility.	
Pregnancy & maternity	Children services do not routinely report the number of Children Looked After who are pregnant given the possibility of that information being used to identify the particular young person concerned. The needs of individual children and young people will be reflected in the service specification for the tender and on placement.	
Religion and/or belief	As this strategy covers all young people those with all religions and beliefs will be represented at population levels. 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. Those aged 0-19 are more likely to report no religion than older age groups. This trend is reflected at a regional, national and district level. The needs of individual children and young people will be reflected in the service specification for the tender and on placement.	
Sexual orientation	Children's services do not collect data against certain protected characteristics of young people, for example sexual orientation or gender reassignment status. The needs of individual children and young people will be reflected in the service specification for the tender and on placement.	No identified significant impact
Overall	The proposed tender and framework will enable children and young people in the care of the Local	

	<p>Authority and placed in residential provision live closer to their support networks with a provision that has been specifically tailored to the needs of Gloucestershire children and young people. This will improve a range of outcomes including health, education and relationships that would not have been possible otherwise. This will contribute to the elimination of discrimination, advance equality of opportunity and promote good relations.</p>	
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#### 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
<p>As part of the specification for the homes there will be expectation of a mixed staff group reflecting the particular proportions of sex and race within Gloucestershire children looked after population.</p>	<p>To reflect the characteristics of the Gloucestershire children looked after population</p>

#### 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

#### 6. Monitoring and review

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

review:
Careful monitoring of placements including data on placement moves, especially unplanned moves together with comments from young people and staff will be used to monitor the success of each home.

## 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	Wendy Williams
Date	09/07/2021

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	Cllr Stephen Davies
Date	08 <sup>th</sup> July 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				
Age <i>percentage/profile of service user ages</i>					
Disability <i>percentage/profile of service users who have a disability</i>	Some of the most complex children and young people are those with a disability. At present Children Services does not routinely report on the number of Children Looked After with a disability.				
Sex <i>percentage/profile of service users who are male and who are female</i>	<p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%. Within the Children Looked After (CLA) population the figures show a different picture<sup>2</sup>;</p> <table data-bbox="475 1375 963 1442"> <tr> <td>% of CLA are male</td> <td>56.65%</td> </tr> <tr> <td>% of CLA female</td> <td>43.35%</td> </tr> </table> <p>Options considered for the proposed homes include single sex and mixed residents. The key determinant will be achieving the most appropriate match of young people with each home rather than the sex of the individual</p>	% of CLA are male	56.65%	% of CLA female	43.35%
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Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	Gloucestershire is characterised by a comparatively small Black and Minority Ethnic population. The 2011 Census found that 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared with a national figure of 13.4%; of this group, 40.8% were born in another European country and 22.3% were born in the Middle East or Asia. More recent estimates suggest that in 2018/19 11.2% of Gloucestershire residents were born in another country.				

<sup>2</sup> RS\_JRL21479\_CiCPlacementStability web report

	<p>With regards to ethnic origin, the 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian/Asian British, 1.5% were from a Mixed/Multiple Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, 3.1% were in an 'other White' category and 0.2% were in another ethnic group. Some 36% of the people who were not White British were born in the UK.</p> <p>The 2011 Census found that overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p> <p>However when considering the Children Looked After population our data shows;</p> <table data-bbox="475 808 1391 1043"> <tr> <td>% of CLA White</td> <td>78.92%</td> <td></td> </tr> <tr> <td>% of CLA Dual Heritage</td> <td>12.25%</td> <td>of which 67.74% are male</td> </tr> <tr> <td>% of CLA Indian/Asian</td> <td>1.71%</td> <td></td> </tr> <tr> <td>% of CLA Afro Caribbean</td> <td>3.82%</td> <td>of which 65.52% are male</td> </tr> <tr> <td>% of CLA Chinese</td> <td>0.40%</td> <td></td> </tr> <tr> <td>% of CLA Other</td> <td>2.37%</td> <td></td> </tr> <tr> <td>% of CLA Not identified</td> <td>0.53%</td> <td></td> </tr> </table> <p>As above the key determinant for residents in each home will be achieving the most appropriate match of young people rather than the race of the individual. As part of the specification for the homes there will be expectation of a mixed staff group reflecting the sex and race of Gloucestershire children looked after population.</p>	% of CLA White	78.92%		% of CLA Dual Heritage	12.25%	of which 67.74% are male	% of CLA Indian/Asian	1.71%		% of CLA Afro Caribbean	3.82%	of which 65.52% are male	% of CLA Chinese	0.40%		% of CLA Other	2.37%		% of CLA Not identified	0.53%	
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<p>Gender reassignment percentage/profile of service users who have indicated they are transgender</p>	<p>Children's services do not collect data against certain protected characteristics of young people, for example sexual orientation or gender reassignment status. There are no official estimates of gender reassignment at either national or local level.</p>																					
<p>Marriage &amp; civil partnership percentage/profile of service users who are married or in a civil partnership</p>	<p>Children's services do not collect data against certain protected characteristics of young people, for example marriage and civil partnership. Young people aged under 18 would require the permission of a parent or someone with parental responsibility</p>																					
<p>Pregnancy &amp; maternity percentage/profile of service users who are female and who are</p>	<p>Children services do not routinely report the number of Children Looked After who are pregnant given the possibility of that information being used to identify the particular young person concerned.</p>																					

<i>pregnant or on a maternity leave</i>	
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	As this strategy covers all young people those with all religions and beliefs will be represented at population levels. 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. Those aged 0-19 are more likely to report no religion than older age groups. This trend is reflected at a regional, national and district level.
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	Children's services do not collect data against certain protected characteristics of young people, for example sexual orientation or gender reassignment status. There are no definitive data on sexual orientation at a local or national level. Estimates used by the Department of Trade and Industry in 2003, and quoted by Stonewall, suggest around 5-7% of the population aged 16 and over are lesbian, gay or bisexual. If this figure were applied to Gloucestershire it would mean somewhere between 26,000 and 36,400 people in the county are LGB. A more recent estimate from the 2018 ONS Annual Population Survey (APS) suggests that 2.3% of the England population aged 16 and over is LGB73: if this figure were applied to Gloucestershire it would mean that there are approximately 11,900 LGB people in the county.

## 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	No identified significant impact
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	

Religion and/or belief	
Sexual orientation	

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