

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	Adults Commissioning
Service area	Integrated Brokerage & Market Management
Title of the activity being assessed i.e. the strategy, plan, policy or service	Market Shaping and Review of the Estates and Commissioning Strategies
Brief outline of the proposal(s)	The purpose of the report is to seek cabinet approval to undertake a review of the Gloucestershire Adults Health & Social Care Sector, following the Covid-19 Pandemic, taking particular note of those areas where Gloucestershire County Council have the greatest influence to help manage and shape the market in order to influence and aid sustainability of the Independent Health & Social Care Sector for Gloucestershire.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	Undertake a consultation and review with the providers/agencies
Person(s) responsible for completing this assessment	Brenda Yearwood – Head of Integrated Commissioning – Brokerage & Market Management
Date of this assessment	September 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 engagement exercise proposed in the Cabinet paper will not directly engage with either older people or working age adults using services. We will however work with commissioned providers to identify the current spread of delivery, identify options and gaps so we can make these available to the residents of Gloucestershire, in particular those accessing care services, at a later date.
Workforce	We will use surveys, snap surveys, focus groups, virtual workshop, and social media discussions and one to one interviews to capture as much information as possible on the current shape of the market.
Partners	The Gloucestershire Clinical Commissioning Group are joint commissioners of these services and as such will take an active part in forming the outline structure of the engagement programme content and focus. Gloucestershire Health & Care Foundation Trust & Gloucestershire Hospital Trust are key stakeholders in the outcome and onward planning
Other	Carer, families and friends of current users of care and support services.

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	<p>Gloucestershire has a population of 637,000, with 5,000 individuals receiving long term care.</p> <p>The engagement exercise will focus on how the pandemic has impacted on those with protected characteristics and will work on identifying how we can use market shaping activities to mitigate against these. Understanding that all of</p>	<p>There are 221 care homes in the county employing approximately 8,000:</p> <p>No. of carers in care homes – 5,557 No. of Nurses – 446 Ancillary Staff – 1,951</p> <p>There are also 237 Domiciliary Care agencies - employing 5595 individual staff members.</p>

	<p>those within in receipt of Health & Social Care support will have more than one protected characteristic as outlined under the Equality Act 2010</p>	<p>Most of these will be in the 35 – 55 year age bracket. Part of this engagement process will focus on how to attract care workers from younger age groups</p>
<p>Disability</p>	<p>The data analysis (set out in the Appendix) identifies that the complex needs of Gloucestershire Communities, including those with disabilities, is likely to increase between 2020 and 2025, particularly across the 55-64 age group.</p> <p>In addition, data indicates that the needs of current population have changed, partially as a result of wishing to remain independent for longer and predictions for future demand as indicated in the Appendix indicate there is a need for more specialist provision in certain parts of the county. For example, nursing care, specialist dementia care and specialist neurological support. Gloucestershire has only one facility able to offer placements for those with neurological conditions so we frequently have to place out of county. By placing people in care homes at a distance from their own communities we leave them unable to maintain important links with their families, friends and communities. The location of any new provision needs to be planned carefully to ensure it marries up with demand or be centralised and supported in a way that encourages interaction and connectivity with the communities.</p>	

	<p>The consultation and engagement exercise with the care market and its providers will enable the Council to ensure that providers who are developing the support and services are able to meet these changing needs of our population and the demands of the Integrated Care System</p>	
Sex	No identified significant impact.	<p>The majority of people working as carers are the H&SC sector are women. Through this engagement process we will also focus on the impact that Covid 19 has had on individuals working within the care sector and whether the pandemic has had a more negative impact on a specific gender</p>
Race	No identified significant impact.	<p>The engagement exercise will focus on whether the pandemic has had a more negative impact on black and minority ethnic individuals. Previously Gloucestershire had a large number of BAME workers providing care in the sector. We hope to identify whether the CV19 virus has influenced the make-up of the care industry staffing profile. Anecdotal information indicates that the pandemic had a greater impact on individuals from minority communities. During the engagement exercise we will collect, analyse and collate information and data relating to all of the protected characteristics but and will take particular note on how this impacts on race</p>
Gender	No identified significant impact	No identified significant impact,

reassignment		we will collect, analyse and collate data relating to all of the protected characteristics as part of the engagement programme
Marriage & civil partnership	No identified significant impact	No identified significant impact we will collect, analyse and collate data relating to all of the protected characteristics as part of the engagement programme
Pregnancy & maternity	No identified significant impact	No identified significant impact we will collect, analyse and collate data relating to all of the protected characteristics as part of the engagement programme
Religion and/or belief	No identified significant impact	The pandemic may have influenced the secular make up of the employee base of the care market; however there is very little base information to support the position prior to the pandemic so at best this work may provide us with that foundation. Anecdotal information indicates that the pandemic had a greater impact on minority groups which could also indicate that there may be a disproportionate impact of people's religion and belief. During the engagement exercise we will collect and analyse collate information and data relating to all of the protected characteristics but and will take note on how this impacts on religion and belief as well as race
Sexual orientation	No identified significant impact	No identified significant impact currently identified however we will collect, analyse and collate data relating to all of the protected characteristics as part of the engagement programme

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
At this stage, there are no proposed changes. The purpose of the engagement exercise with the independent Health & Social Care market will enable the Council to identify the appropriate actions to ensure there is an on-going sustainable Independent Health & Social Care Sector for Gloucestershire.	

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	Undertake conversations with commissioners and representative provider bodies to inform the November Cabinet report undertaking the necessary information to ensure that the engagement exercise focuses on those areas that providers have identified as needing attention or review	September 2021	B. Yearwood
	Engagement with the wider market on the impact of Covid19 – Review and recommendation	November 2021 – January/February 2022	B. Yearwood

	Cabinet report on the outcome of the engagement exercise together with proposals about the future management and shape of the market in order to influence and aid sustainability of the Independent Health & Social Care Market in Gloucestershire	March 2022	B. Yearwood

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
To be defined as part of the engagement with the H&SC market

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	Sarah Scott
Date	28.10.21

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 Carole Allaway-Martin
Date	28.10.21

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.

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>Older people form a significant part of our population The overall population number is predicted to rise in excess of 20% by 2028. Gloucestershire has a significant number of working age adults with long term conditions living in the county, it is difficult to quantify numbers as we host a large number of people with disabilities placed by other local authorities, it is unlikely that they will return to their home county as they age</p> <p>In 2020 older people, those over 65 formed 27% of Gloucestershire’s population. Older people form a significant part of our population The overall population number is predicted to rise by approximately 50,000 by 2028 however previous population trends have shown that the Gloucestershire population for 65 and over has grown at over eight times the rate of younger aged adults. The older population will increase more over the next ten years than any other age groups, those aged over 75 are predicted to be the most significant rise Based on previous trends over 4% of over 65s, and 15% of over 85s will go on to require a care home placement. The number of older people unable to manage at least one mobility activity on their own is projected to rise from 25,800 to 33,800 between 2020 and 2030. At the same time, the number unable to manage at least one self-care activity will increase from 40,000 to 51,800 in the same period. In 2018/19, a total of 6,129 people of all ages in Gloucestershire were diagnosed with dementia, more than twice the number diagnosed in 2009/10. Modelled data estimates that as of 2020, a total of 9,900 people aged 65+ in Gloucestershire have dementia. This is projected to rise to 13,400 in 2030. Loneliness compounds the need for social care because of the link between persistent loneliness and increased health risk. • A recent national survey suggests that 4% of people aged 65-74 and 5% of the over-75s felt lonely always or often*. The proportions can be translated into around 6,000 people aged 65+ in Gloucestershire who feel lonely always or often.</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>In 2020 an estimated 3,400 people aged 18 to 64 years in Gloucestershire have a severe personal care need as a result</p>

	<p>of a physical disability and an estimated 15,600 people have a moderate care need as a result of a physical disability. The number of people in Gloucestershire aged 18 to 64 years with severe or moderate personal care needs is expected to increase slightly between 2020 and 2025 and then to fall slightly between 2025 and 2030. Most of the increase between 2020 and 2025 is expected to be in the 55-64 age groups. Older people form a significant part of our population</p> <p>The overall population number is predicted to rise in excess of 20% by 2028. Gloucestershire has a significant number of working age adults with long term conditions living in the county, it is difficult to quantify numbers as we host a large number of people with disabilities placed by other local authorities, it is unlikely that they will return to their home county as they age</p> <p>Modelled data estimates that currently nearly 12,000 adults in Gloucestershire have a learning disability in Gloucestershire, with those aged between 18 and 64 accounting for three-quarters of the total. However, the rate of increase in the next 10 years is predicted to be most steep in the older age groups as life expectancy improves.</p> <p>Many people with learning disabilities have complex need, as they are likely to also develop other long-term health conditions, such as speech impairment, vision impairment, and hearing loss.</p> <p>In 2020 an estimated 3,400 people aged 18 to 64 years in Gloucestershire have a severe personal care need as a result of a physical disability and an estimated 15,600 people have a moderate care need as a result of a physical disability. • The number of people in Gloucestershire aged 18 to 64 years with severe or moderate personal care needs is expected to increase slightly between 2020 and 2025 Most of the increase between 2020 and 2025 is expected to be in the 55-64 age group.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Older residents are more likely to access Health & Social Care services. Therefore although there are slightly more males than females in the 0-19 year old age band, as age increases, females outnumber males by an increasing margin. In Gloucestershire in 2019, 52.8% of people aged 65-84 were female, whilst for people aged 85+ females accounted for 63.9% of the total population; this difference is observed at district, regional and national level. As a result of this, 71% of single pensioner households are shown to be headed by a woman</p>

Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	The level of unmet social care need is higher among older people on low incomes than those on higher incomes*. • People aged 80+, single women, tenants (in both private and social sectors) and pensioners from Black and Minority Ethnic backgrounds are at greater risk of falling into poverty**
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	The level of unmet social care need is higher among older people on low incomes than those on higher incomes*. • People aged 80+, single women, tenants (in both private and social sectors) and pensioners from Black and Minority Ethnic backgrounds are at greater risk of falling into poverty**
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making this the most common 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. In contrast it has a lower proportion of people who follow a religion other than Christianity
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	There is no definitive data on sexual orientation at a local or national level.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
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Age	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
