

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	Childrens Services
Service area	Children and Families Integrated Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Implementing a Modified Dynamic Purchasing System (MDPS) for Professional Services in Childrens Social Care
Brief outline of the proposal(s)	Development of a Modified Dynamic Purchasing System (MDPS) for Professional Services in Childrens Social Care to include; Independent specialist assessments, therapeutic and mentoring support and family support services.
Who is affected by the proposals?	<ul style="list-style-type: none"> - Children, young people and their families - The wider children's services workforce - Providers/experts GCC currently commissions independent assessments, therapies and support from - The Courts, who request assessments as part of proceedings
Decision to be taken and decision maker	<p>Cabinet to agree to the development of a MDPS</p> <p>Cllr Stephen Davies, Cabinet Member for Children's Safeguarding and Early Years</p>
Person(s) responsible for completing this assessment	Daniel Gillingham, Outcome Manager (Children and Families Commissioning Hub)
Date of this assessment	21/09/2021 (updated 19/10/2021)

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	There has been no engagement with children, young people and families because it was not deemed appropriate to engage with children, young people and families
Workforce	A Project Group with officers from Children's Social Care, Children's Commissioning, Procurement, Legal, and Corporate Finance, has been established. The group is responsible for helping to steer and advise the

	project team, for example and specifically providing service level input on expectations of expert assessments to inform the contents of the service specification, such as the quality of expert assessments, timescales for assessments, and reports for court.
Partners	There has been no engagement or consultation with partners
Other	Through the Access to Resources Panel, information has been gathered as to what assessments have been requested to allow us to understand the needs and lots for the DPS.

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>Through the use of a MDPS, children should be less likely to be exposed to continued risk, or experience the distress and anxiety associated with drift and delay during pre-proceedings and care proceedings as a result of poor quality assessments, or the lack of availability of professionals to undertake assessments. The proposed MDPS should help ensure that appropriate support can be put in place more quickly, leading to better outcomes for children – including improving the likelihood of them achieving permanence and reducing the likelihood of long-term developmental problems.</p> <p>Professionals will be required (which will outlined in the service specification) to communicate with children in an appropriate manner to ensure they understand the processes and content of assessments. Where necessary, there will be a requirement for the provider to have specialist knowledge and skills to ensure assessments and support is inclusive and meets the individual needs.</p> <p>There will be a strong focus on the safeguarding of children through the assessment process as a result of robust monitoring arrangements.</p> <p>Children may not have the capacity to fully understand the assessment, report findings and implications of the assessments; however this should be mitigated by the requirement (as</p>	No identified significant impact

	<p>outlined in the service specification) for professionals to communicate with children in an appropriate manner.</p> <p>Children and young people, and their families, will have access to targeted activities, support and services that will help them to progress</p>	
<p>Disability</p>	<p>Children with disabilities could be positively impacted as the MDPS should ensure they will be less likely to experience drift or delay as a result of poor quality assessments, or the lack of availability of professionals to undertake assessments. This should help ensure that appropriate support can be put in place more quickly.</p> <p>Ensuring assessments are completed within a timescale could reduce anxiety and uncertainty (which those with disabilities may be more acutely impacted by) associated with pre-proceedings and proceedings.</p> <p>Professionals will be required (which will outlined in the service specification) to communicate to those with disabilities in an appropriate manner to ensure they understand the processes and content of assessments and where necessary, there will be a requirement for the provider to have specialist knowledge and skills to ensure assessments and support is inclusive and meets the individual needs.</p> <p>There will be a strong focus on the safeguarding of children and adults with disabilities through the assessment process as a result of robust monitoring arrangements.</p> <p>Children and adults with disabilities may not have the capacity to fully understand the assessment, report findings and implications of the assessments, however this should be mitigated by the requirement (which will outlined in the service specification) for professionals to communicate with in an appropriate manner.</p> <p>Timescales to complete assessments may put parents and children with disabilities (including mental health issues) at a disadvantage, as research has shown that they may need longer to come to terms with proceedings.</p> <p>The focus on delivering targeted and individualised services and support is likely to</p>	<p>No identified significant impact</p>

	include provision for families who have a child with special educational needs and/ or disabilities	
Sex	There will be a strong focus on the safeguarding of vulnerable adults (e.g. victims of domestic violence, sexual or emotional abuse, who are more likely to be women) through the assessment process as a result of robust monitoring arrangements.	No identified significant impact
Race	Professionals will be required (which will be outlined in the service specification) to communicate with families in an appropriate manner to ensure they understand the processes and content of assessments. This includes working with an interpreter where required. Where necessary, there will be a requirement for the provider to have specialist knowledge and skills to ensure assessments and support is inclusive and meets the individual needs.	No identified significant impact
Gender reassignment	None identified	No identified significant impact
Marriage & civil partnership	None identified	No identified significant impact
Pregnancy & maternity	Assessments for unborn babies are especially time critical in order to give expectant mothers' (and their families) as much time as possible to receive the appropriate support. The proposals will reduce delays to assessments, which will improve outcomes for expectant and new mothers by giving them the best chance to care for their baby. There will be a strong focus on the safeguarding of pregnant women, who are likely to be especially vulnerable, through the assessment process as a result of robust monitoring arrangements.	No identified significant impact
Religion and/or belief	None identified	No identified significant impact
Sexual orientation	None identified	No identified significant impact

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	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
Potential positive impacts			
Children should be less likely to be exposed to continued risk, or experience the distress and anxiety associated with drift and delay during pre proceedings and care proceedings.	Monitor whether providers are adhering to the required timescales.	Ongoing	Contract Manager, Children and Families Commissioning Hub
Anxiety and uncertainty associated with pre-proceedings and proceedings should be reduced	Monitor whether providers are adhering to the required timescales.	Ongoing	Contract Manager, Children and Families Commissioning Hub
Delays to assessments should be reduced, which will improve outcomes for expectant and new mothers by giving them the best chance to care for their baby.	Monitor whether providers are adhering to the required timescales.	Ongoing	Contract Manager, Children and Families Commissioning Hub
The safeguarding of children and vulnerable adults will	Monitoring arrangements will focus on the providers' safeguarding policies are	Ongoing	Contract Manager, Children and

be more robustly monitored.	procedures		Families Commissioning Hub
Potential negative impacts			
Children, and children and adults with disabilities, and/or those who do not have English as their first language, may not have the capacity to fully understand the assessment process, findings and implications.	<p>Providers are required to ensure they communicate with children and families appropriately, and in a way that ensures understanding of the processes and content of tests and how they document their findings.</p> <p>Providers are required to refer families to (ideally local) support, where necessary.</p> <p>Social workers will be aware of the individual family's circumstances, and may need to provide additional support, including the use of translation services where necessary.</p>	Ongoing	Contract Manager, Children and Families Commissioning Hub
Timescales to complete assessments may put parents and children (and their carers) with disabilities (including mental health issues) at a disadvantage.	This will need to be taken into consideration and negotiated with the Courts where possible	Ongoing	Contract Manager, Children and Families Commissioning Hub
Providers not meeting the quality standards required and having the necessary credentials to undertake the work.	Monitoring arrangements will focus on the providers' suitability to undertake work and through monitoring, quality standards will be a focussed activity.	Ongoing	Contract Manager, Children and Families Commissioning Hub

6. Monitoring and review

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

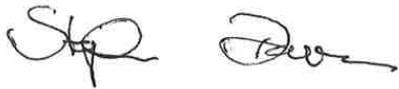
Performance Monitoring / Contract Management activities will take place with providers on a 6 monthly basis (minimum). This will ensure that providers are safeguarding children and families appropriately, communicating with families in a manner that is appropriate, and conducting their assessments within specified timescales.

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, Assistant Director for Integrated Children and Families Commissioning
Date	31/10/2021

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	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.

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><i>NB: For the purpose of this EIA, we are only focussing on those that are currently open to children's social care, and through intervention, could be in need of a specialist assessments under the DPS proposal and will be in receipt of the support packages and therapy. These statistics only include the children and young people that are open to children's social and not the parents of whom, the majority of our assessment element are for.</i></p> <table border="1"> <thead> <tr> <th data-bbox="450 655 981 699">Age</th> <th data-bbox="981 655 2047 699">Age of Child Years</th> </tr> </thead> <tbody> <tr> <td data-bbox="450 699 981 742">Age 0-4</td> <td data-bbox="981 699 2047 742">25.95%</td> </tr> <tr> <td data-bbox="450 742 981 785">Age 5-9</td> <td data-bbox="981 742 2047 785">24.32%</td> </tr> <tr> <td data-bbox="450 785 981 828">Age 10-14</td> <td data-bbox="981 785 2047 828">30.41%</td> </tr> <tr> <td data-bbox="450 828 981 871">Age 15-19</td> <td data-bbox="981 828 2047 871">19.32%</td> </tr> <tr> <td data-bbox="450 871 981 914">Grand Total</td> <td data-bbox="981 871 2047 914">100% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i></td> </tr> <tr> <th data-bbox="450 954 1240 997">Breakdown of Age by Case Status</th> <th data-bbox="1240 954 2047 997">Age of Child Years</th> </tr> <tr> <td colspan="2" data-bbox="450 997 2047 1040">Looked After Child</td> </tr> <tr> <td data-bbox="450 1040 1240 1083">Age 0-4</td> <td data-bbox="1240 1040 2047 1083">18.12%</td> </tr> <tr> <td data-bbox="450 1083 1240 1126">Age 5-9</td> <td data-bbox="1240 1083 2047 1126">16.78%</td> </tr> <tr> <td data-bbox="450 1126 1240 1169">Age 10-14</td> <td data-bbox="1240 1126 2047 1169">32.11%</td> </tr> <tr> <td data-bbox="450 1169 1240 1212">Age 15-19</td> <td data-bbox="1240 1169 2047 1212">32.96%</td> </tr> <tr> <td colspan="2" data-bbox="450 1212 2047 1256">Child Protection Plan</td> </tr> <tr> <td data-bbox="450 1256 1240 1299">Age 0-4</td> <td data-bbox="1240 1256 2047 1299">29.87%</td> </tr> <tr> <td data-bbox="450 1299 1240 1342">Age 5-9</td> <td data-bbox="1240 1299 2047 1342">30.15%</td> </tr> <tr> <td data-bbox="450 1342 1240 1385">Age 10-14</td> <td data-bbox="1240 1342 2047 1385">28.35%</td> </tr> </tbody> </table>	Age	Age of Child Years	Age 0-4	25.95%	Age 5-9	24.32%	Age 10-14	30.41%	Age 15-19	19.32%	Grand Total	100% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>	Breakdown of Age by Case Status	Age of Child Years	Looked After Child		Age 0-4	18.12%	Age 5-9	16.78%	Age 10-14	32.11%	Age 15-19	32.96%	Child Protection Plan		Age 0-4	29.87%	Age 5-9	30.15%	Age 10-14	28.35%
Age	Age of Child Years																																
Age 0-4	25.95%																																
Age 5-9	24.32%																																
Age 10-14	30.41%																																
Age 15-19	19.32%																																
Grand Total	100% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>																																
Breakdown of Age by Case Status	Age of Child Years																																
Looked After Child																																	
Age 0-4	18.12%																																
Age 5-9	16.78%																																
Age 10-14	32.11%																																
Age 15-19	32.96%																																
Child Protection Plan																																	
Age 0-4	29.87%																																
Age 5-9	30.15%																																
Age 10-14	28.35%																																

	Age 15-19	11.61%
	Aged under 0	0%
	Child in Need Plan	27.70%
	Age 0-4	27.73%
	Age 5-9	26.60%
	Age 10-14	29.96%
	Age 15-19	15.69%
	Open Assessment	28.66%
	Age 0-4	27.78%
	Age 5-9	24.03%
	Age 10-14	31.04%
	Age 15-19	17.24%
	Grand Total	100%
		<i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>
Disability percentage/profile of service users who have a disability	<p><i>NB: For the purpose of this EIA, we are only focussing on those that are currently open to children's social care, and through intervention, could be in need of a specialist assessments under the DPS proposal and will be in receipt of the support packages and therapy. These statistics only include the children and young people that are open to children's social and not the parents of whom, the majority of our assessment element are for.</i></p>	
	Disability	Count of Does the Child have a Disability
	Yes	7.21%
	No	92.79%
	Grand Total	100%
		<i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>
	Breakdown of Disability by Case Status	Count of Does the Child have a Disability
	Yes	7.20%
	a) Looked After Child	28.23%
	b) Child Protection Plan	13.33%
	c) Child in Need Plan	47.05%

	<p>d) Open Assessment 11.37%</p> <p>No 92.79%</p> <p>a) Looked After Child 22.83%</p> <p>b) Child Protection Plan 20.96%</p> <p>c) Child in Need Plan 26.20%</p> <p>d) Open Assessment 30.00%</p> <p>Grand Total 100% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i></p>																												
<p>Sex percentage/profile of service users who are male and who are female</p>	<p><i>NB: For the purpose of this EIA, we are only focussing on those that are currently open to children's social care, and through intervention, could be in need of a specialist assessments under the DPS proposal and will be in receipt of the support packages and therapy. These statistics only include the children and young people that are open to children's social and not the parents of whom, the majority of our assessment element are for.</i></p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Count of Gender</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>51.56%</td> </tr> <tr> <td>Female</td> <td>45.97%</td> </tr> <tr> <td>Not stated/recorded (or unborn) or Neither</td> <td>2.53%</td> </tr> <tr> <td>Grand Total</td> <td>106% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i></td> </tr> <tr> <th>Breakdown of Gender by case status</th> <th>Count of Gender</th> </tr> <tr> <td>Male</td> <td>51.56%</td> </tr> <tr> <td>a) Looked After Child</td> <td>25.39%</td> </tr> <tr> <td>b) Child Protection Plan</td> <td>20.96%</td> </tr> <tr> <td>c) Child in Need Plan</td> <td>27.81%</td> </tr> <tr> <td>d) Open Assessment</td> <td>26.49%</td> </tr> <tr> <td>Female</td> <td>45.97%</td> </tr> <tr> <td>a) Looked After Child</td> <td>21.99%</td> </tr> <tr> <td>b) Child Protection Plan</td> <td>19.96%</td> </tr> </tbody> </table>	Gender	Count of Gender	Male	51.56%	Female	45.97%	Not stated/recorded (or unborn) or Neither	2.53%	Grand Total	106% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>	Breakdown of Gender by case status	Count of Gender	Male	51.56%	a) Looked After Child	25.39%	b) Child Protection Plan	20.96%	c) Child in Need Plan	27.81%	d) Open Assessment	26.49%	Female	45.97%	a) Looked After Child	21.99%	b) Child Protection Plan	19.96%
Gender	Count of Gender																												
Male	51.56%																												
Female	45.97%																												
Not stated/recorded (or unborn) or Neither	2.53%																												
Grand Total	106% <i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i>																												
Breakdown of Gender by case status	Count of Gender																												
Male	51.56%																												
a) Looked After Child	25.39%																												
b) Child Protection Plan	20.96%																												
c) Child in Need Plan	27.81%																												
d) Open Assessment	26.49%																												
Female	45.97%																												
a) Looked After Child	21.99%																												
b) Child Protection Plan	19.96%																												

	<p>c) Child in Need Plan 27.70%</p> <p>d) Open Assessment 30.34%</p> <hr/> <p>b) Child Protection Plan 32.18%</p> <p>c) Child in Need Plan 25.28%</p> <p>d) Open Assessment 42.52%</p> <p>Neither/ or unborn 2.53%</p> <hr/> <p>a) Looked After Child 33.33%</p> <p>c) Child Protection Plan 33.33%</p> <p>d) Open Assessment 33.33%</p>																										
	<p>Grand Total 106%</p> <p><i>(figures rounded up to the nearest decimal place so will explain non-absolute value)</i></p>																										
<p>Race percentage/profile of service users who are from black and minority ethnic backgrounds</p>	<p><i>NB: For the purpose of this EIA, we are only focussing on those that are currently open to children's social care, and through intervention, could be in need of a specialist assessments under the DPS proposal and will be in receipt of the support packages and therapy. These statistics only include the children and young people that are open to children's social and not the parents of whom, the majority of our assessment element are for.</i></p> <table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Count of Ethnicity</th> </tr> </thead> <tbody> <tr> <td>a) White British (WBRI)</td> <td>68.65%</td> </tr> <tr> <td>b) White Irish (WIRI)</td> <td>0.31%</td> </tr> <tr> <td>c) Traveller of Irish heritage (WIRT)</td> <td>0.16%</td> </tr> <tr> <td>d) Any other white background (WOTH)</td> <td>3.24%</td> </tr> <tr> <td>e) Gypsy / Roma (WROM)</td> <td>0.45%</td> </tr> <tr> <td>f) White and Black Caribbean (MWBC)</td> <td>3.92%</td> </tr> <tr> <td>g) White and Black African (MWBA)</td> <td>1.24%</td> </tr> <tr> <td>h) White and Asian (MWAS)</td> <td>1.01%</td> </tr> <tr> <td>i) Any other mixed background (MOTH)</td> <td>2.59%</td> </tr> <tr> <td>j) Indian (AIND)</td> <td>0.28%</td> </tr> <tr> <td>k) Pakistani (APKN)</td> <td>0.08%</td> </tr> <tr> <td>l) Bangladeshi (ABAN)</td> <td>0.28%</td> </tr> </tbody> </table>	Ethnicity	Count of Ethnicity	a) White British (WBRI)	68.65%	b) White Irish (WIRI)	0.31%	c) Traveller of Irish heritage (WIRT)	0.16%	d) Any other white background (WOTH)	3.24%	e) Gypsy / Roma (WROM)	0.45%	f) White and Black Caribbean (MWBC)	3.92%	g) White and Black African (MWBA)	1.24%	h) White and Asian (MWAS)	1.01%	i) Any other mixed background (MOTH)	2.59%	j) Indian (AIND)	0.28%	k) Pakistani (APKN)	0.08%	l) Bangladeshi (ABAN)	0.28%
Ethnicity	Count of Ethnicity																										
a) White British (WBRI)	68.65%																										
b) White Irish (WIRI)	0.31%																										
c) Traveller of Irish heritage (WIRT)	0.16%																										
d) Any other white background (WOTH)	3.24%																										
e) Gypsy / Roma (WROM)	0.45%																										
f) White and Black Caribbean (MWBC)	3.92%																										
g) White and Black African (MWBA)	1.24%																										
h) White and Asian (MWAS)	1.01%																										
i) Any other mixed background (MOTH)	2.59%																										
j) Indian (AIND)	0.28%																										
k) Pakistani (APKN)	0.08%																										
l) Bangladeshi (ABAN)	0.28%																										

m) Any other Asian background (AOTH)	0.42%
n) Black Caribbean (BCRB)	0.42%
o) Black - African (BAFR)	0.87%
p) Any other Black background (BOTH)	0.73%
q) Chinese (CHNE)	0.11%
r) Any other ethnic group (OOTH)	0.90%
s) Information not yet obtained (NOBT)	14.34%

Grand Total

100%

(figures rounded up to the nearest decimal place so will explain non-absolute value)

Breakdown of Ethnicity by Case Status	a) Looked After Child	b) Child Protection Plan	c) Child in Need Plan	d) Open Assessment	Grand Total
a) White British (WBRI)	24.09%	20.64%	29.68%	25.58%	73.51%
b) White Irish (WIRI)	25%	25%	33.33%	16.66%	0.34%
c) Traveller of Irish heritage (WIRT)	0%	50%	25%	25%	0.11%
d) Any other white background (WOTH)	21.47%	20.85%	23.92%	33.74%	4.58%
e) Gypsy / Roma (WROM)	50%	33.33%	8.33%	8.33%	0.34%
f) White and Black Caribbean (MWBC)	31.15%	24.63%	27.53%	16.66%	3.86%
g) White and Black African (MWBA)	24.39%	26.82%	31.70%	17.07%	1.15%
h) White and Asian (MWAS)	10.63%	38.29%	12.76%	38.29%	1.32%
i) Any other mixed background (MOTH)	32.40%	28.70%	24.07%	14.81%	3.45%
j) Indian (AIND)	22.22%	0%	3.33%	44.44%	0.25%
k) Pakistani (APKN)	0%	0%	0%	0%	
l) Bangladeshi (ABAN)	0%	0%	62.5%	37.5%	0.23%
m) Any other Asian background (AOTH)	25%	29.16%	41.66%	4.166%	0.65%
n) Black Caribbean (BCRB)	33.33%	0%	33.33%	33.33%	0.51%

	<p>o) Black - African (BAFR) 24.24% 24.24% 48.48% 3.03% 0.92%</p> <p>p) Any other Black background (BOTH) 12% 32% 28.00% 28.00% 0.71%</p> <p>q) Chinese (CHNE) 75.00% 0% 25.00% 0% 0.11%</p> <p>r) Any other ethnic group (OOTH) 50.00% 20.45% 11.36% 18.18% 1.23%</p> <p>s) Information not yet obtained (NOBT) 2.51% 6.27% 10.04% 81.17% 6.73%</p> <p>Grand Total 100%</p> <p style="text-align: right;"><small>(figures rounded up to the nearest decimal place so will explain non-absolute value)</small></p>
<p><i>Gender reassignment percentage/profile of service users who have indicated they are transgender</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>
<p><i>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>
<p><i>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>

Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	We do not collect data against certain protected characteristics of young people and their families/parents/carers, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.

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	Not affected
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	

Religion and/or belief	
Sexual orientation	
