

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.

[Cabinet decisions](#), [Cabinet Member decisions](#), [Officer decisions](#)

1. Background

Directorate	Integrated Commissioning
Service area	Adult Social Care
Title of the activity being assessed i.e. the strategy, plan, policy or service	Adult Social Care Infection Control and Testing Fund Round 3: Distribution to Providers
Brief outline of the proposal(s)	<p>To seek approval to pay grant funding to adult social care providers, including those with whom the council does not have a contract, as described in Local Authority Circular: Adult Social Care Infection Control and Testing Fund (published 1st July 2021) for the purposes of:</p> <ol style="list-style-type: none"> 1. reducing the rate of COVID-19 transmission within and between care settings through effective infection prevention and control practices and increase uptake of staff vaccination 2. conducting additional rapid testing of staff and visitors in care homes, high-risk supported living and extra care settings, to enable close contact visiting where possible
Who is affected by the proposals?	<p>Service users <input type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input style="width: 200px; height: 20px;" type="text"/></p>
Decision to be taken and decision maker	The decision is whether to allocate the Infection Control and Testing fund to adult social care providers in Gloucestershire. The recommendation is to do so as per Government guidance. The decision maker is Councillor Carole Allaway–Martin, Cabinet Member for Adult Social Care Commissioning.
Person(s) responsible for completing this assessment	Jenny Cooper – Interim Head of Integrated Commissioning (Older People)

Date of this assessment	03/11/21
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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	As these proposed changes are in response to urgent guidance from the Department of Health & Social Care in response to the COVID-19 crisis and have no impact on how services are delivered directly to the people who receive these services no consultation had been undertaken or is proposed.
Workforce	The purpose of this fund is to improve the safety and working conditions of people employed by Adult Social Care providers during the COVID-19 crisis and individual providers will consult with their workforce if these proposals are approved.
Partners	Colleagues in Legal and Commercial Services, and Information Management Services and communications will work with social care providers and Gloucestershire Care Provider Association (GCPA) to implement these arrangements.
Other	Colleagues in Legal and Commercial Services, and Information Management Services and communications will work with Gloucester Care Partnership and Gloucestershire Health and Care NHS Foundation Trust and the private sector providers commissioned by Gloucestershire County Council on behalf of to implement these arrangements.

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	Since older people are the largest group of people supported by our care sector this measure will have a positive impact as it aims to reduce the spread of Covid 19 in those	No identified significant impact on workforce in relation to age.

	provisions and to support safe visitation to people in a residential setting.	
Disability	Since people with disabilities are significant users of social care services this measure will have a positive impact as it aims to reduce the spread of Covid 19 in those provisions and to support safe visitation to people in a residential setting.	No identified significant impact on workforce in relation to disability.
Sex	No identified significant impact in relation to sex.	No identified significant impact in relation to sex.
Race	Since people from BAME groups have been disproportionately affected by Covid 19 the reduction of spread of Covid 19 in care provision will have a positive impact on those receiving a service.	Since people from BAME groups have been disproportionately affected by Covid 19 the reduction of spread of Covid 19 in care provision will have a positive impact on those delivering a service.
Gender reassignment	No identified significant impact in relation to gender reassignment.	No identified significant impact in relation to gender reassignment.
Marriage & civil partnership	No identified significant impact in relation to marriage and civil partnership.	No identified significant impact in relation to marriage and civil partnership.
Pregnancy & maternity	No identified significant impact in relation to pregnancy and maternity.	No identified significant impact in relation to pregnancy and maternity.
Religion and/or belief	No identified significant impact in relation to religion or belief.	No identified significant impact in relation to religion or belief.
Sexual orientation	No identified significant impact in relation to sexual orientation.	No identified significant impact in relation to sexual orientation.

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
No changes proposed	
No changes proposed	
No changes proposed	

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
	No actions proposed		

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
This activity is to arrange the transfer of funds from the Government to the provider market and regular returns are filed to Government to monitor usage.

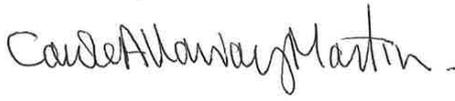
7. Officer / Decision-maker Sign off

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	
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Name of Senior Officer	Jenny Cooper
Date	03/11/2021

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 Carole Allaway-Martin
Date	10.11.21

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 <i>percentage/profile of service user ages</i></p>	<p>As at 31 March 2019 a total of 1272 people aged 65 or over were receiving council-funded residential or Nursing Care (excluding those whose primary need related to learning disability or mental health). The over-85s are the largest user group 679 (48.9%), followed by those aged 75-84 438 (33.2%) and the 65-74s 155 (18.0%).</p> <p>There is a further 1599 people over 65 receiving council funded community-based services</p> <p>According to the 2011 census, 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability. Estimated projections suggest that in 2019 there will be approximately 11,825 people aged 18+ living with a learning disability in Gloucestershire which equates to 2.3% of the adult population</p> <p>Using the GP register of People suffering from a serious Mental Illness there are approximately 5,000 people living in Gloucestershire between the ages of 18 and 65 with a serious Mental illness at any one time.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Current data shows the number of adults receiving community and residential services as 3,306 male, while females total 4,600 for the 60+ age group.</p>
<p>Disability <i>percentage/profile of service users</i></p>	<p>As at 31 March 2019, approximately 335 people aged 18+ were receiving council-funded residential care with 2 in receipt of council funded nursing care whose primary need related to learning disability. Those aged 45-64 years constitutes the largest group in receipt of residential care (169 people).</p>

<p><i>who have a disability</i></p>	<p>Gloucestershire also has 1,997 people over 65 that use reablement services or receiving domiciliary care. 94% of the total delivery (1,877 Service Users) is to people who have declared themselves to have an age-acquired Physical Disability.</p> <p>Over the same period, a total of approximately 108 adults aged 18-74 were receiving council funded residential or nursing care whose primary support need related to physical disability. With those aged between 45-64 years constituting the largest group in receipt of these services (43 people).</p> <p>As at March 2019, 60 people aged 18+ were receiving council funded residential care whose primary support need was Mental Health. Those aged 45-64 constituted the largest group in receipt of this service (25 people).</p>
<p><i>Race percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>The 2011 Census found that 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared to a national average of 13.45. 48% were born in another European Country and 22.3% were born in the middle East or Asia.</p> <p>The same 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 'other White' and 0.2% were in another ethnic group.</p> <p>According to the 2011 Census 18,784 people in Gloucestershire (3.3% of the population) did not speak English as their main language. Amongst this group, Polish was the most common language (5,516 people) followed by Gujarati, (1065 people) then Chinese at (1000 people). An EU language other than Polish was the main language spoken by 5993 people. At district level, Gloucester had the highest proportion of people for whom English is not the main language 95.7%), followed by Cheltenham (5.3%. Older people were less likely than younger people to be proficient in English; 29% of people aged 50 and over who did not speak English as main language were not proficient in English compared with 17% of people aged under 50 who did not speak English as a main language.</p> <p>In house recording data shows that 92% of our care home population are White British, 1% Black British and less than 1% in each of the other minority ethnic groups recorded.</p>

<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>Current population:</p> <ul style="list-style-type: none"> <input type="checkbox"/> 30.5% are single and have never married or registered a same-sex civil partnership <input type="checkbox"/> 50.2% are married; <input type="checkbox"/> 0.3% are in a registered same-sex civil partnership; <input type="checkbox"/> 2.3% are separated but still legally married or still legally in a same sex civil partnership; <input type="checkbox"/> 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved; <input type="checkbox"/> 7.2% are widowed or a surviving partner from a same sex civil partnership. <p>Gloucestershire has a lower proportion of people who are single or separated when compared to the national figure. In contrast the proportion of people who are married, divorced or widowed exceeds the national figures.</p> <p>There is no recorded data on the marital status of residents in care homes in Gloucestershire at this time.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<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. 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, which reflects the ethnic composition of the county.</p> <p>At district level:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Cheltenham had the lowest proportion of people who are Christian at 58.7% of the total population, this was lower than the county and marginally lower than the national figure. <input type="checkbox"/> Cotswold had the highest proportion of people who follow Christianity. <input type="checkbox"/> Cheltenham had the highest proportion of Buddhists, Hindus and people who have no religion. <input type="checkbox"/> At 3.2% of the total population Gloucester had the highest proportion of Muslims. <input type="checkbox"/> Stroud had the highest proportion of people who follow an "Other Religion" and of people who did not state their religion.

	<p>87% of residents in care homes indicate that they are Christian whilst 11% indicate that they don't follow a religion. Less than 1% follow each of the Buddhist, Muslim, Sikh, Jewish and Hindu religions. It should be noted that 40% of residents have no religion recorded and therefore the data held is not complete.</p>
<p>Gender reassignment percentage/profile of service users who have indicated they are transgender</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 (GIREs) estimate that there are 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 proportions to Gloucestershire's 16+ population, we can estimate that there may be somewhere between 3,092 and 5,154 adults in the county that are experiencing some degree of gender variance.</p> <p>There is no recorded data on the gender reassignment status of residents in care homes in Gloucestershire at this time.</p>
<p>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</p>	<p>The Equality Act protects women who are pregnant, have given birth in the last 26 weeks (non work context) or are on maternity leave (work context) against discrimination in relation to their pregnancy.</p> <p>Current situation</p> <p>There were 6,739 live births in Gloucestershire in 2016. Table 16 shows the age of mothers at the delivery of their baby in five-year age bands), the highest proportion of deliveries were to women aged 30 to 34 continuing the trend of later motherhood. Births to mothers aged 25-29 and 30-34 account for a slightly higher proportion of total births in Gloucestershire than they do nationally, whilst those to mothers aged under 25 account for a slightly lower proportion. At district level:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Gloucester and the Forest of Dean have a higher proportion of births to mothers aged under 20 (4.0% and 3.6% respectively) than Gloucestershire and England. <input type="checkbox"/> Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ than Gloucestershire and England <p>Residents of care homes are unlikely to be pregnant as the provision is generally for older people or those whose frailty requires 24 hour support and/or supervision.</p>

<p>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</p>	<p>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 bisexual⁶⁶. If this figure were applied to Gloucestershire it would mean somewhere between 25,800 and 36,000 people in the county are LGB. A more recent estimate from the 2017 ONS Annual Population Survey (APS) suggests that 2.1% of the England population aged 16 and over is LGB⁶⁷: if this figure were applied to Gloucestershire it would mean that there are approximately 10,800 LGB people in the county.</p> <p>There is no recorded data on the number of our care home population who are LGB but if we applied the ONS percentage to residents of care homes there would be an estimated 38 LGB people in the current population of care home residents where GCC is the commissioner.</p>
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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	Not affected
Disability	Not affected
Sex	Not affected

Race	Not affected
Gender reassignment	Not affected
Marriage & civil partnership	Not affected
Pregnancy & maternity	Not affected
Religion and/or belief	Not affected
Sexual orientation	Not affected
