

## 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	Corporate Resources
Service area	Asset Management & Property Services
Title of the activity being assessed i.e. the strategy, plan, policy or service	Accessibility Improvements to the Council Chamber
Brief outline of the proposal(s)	The Council Chamber has remained largely unchanged since its last major refurbishment in the 1960s and is no longer fit for purpose. Not only is it tired and dated but it does not meet the legislative requirements of the current day. Equipment is obsolete and irreparable and provides difficulties in providing accessibility to both disabled members of staff and visitors as well as a more general lack of comfort for able bodied people. Full refurbishment will bring the space up to date.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text" value="County Councillors and local citizens"/>
Decision to be taken and decision maker	Cabinet – Key Decision
Person(s) responsible for completing this assessment	Rob Barnes - Head of Property Delivery
Date of this assessment	9th November 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	Asset Management & Property Services – Head of Property Delivery
Workforce	Research has taken place through the workforce 2021 equality and diversity report.
Partners	N/A
Other	Consultancy designers County Councillors Consultation has taken place with the Group leaders.

### 3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidence 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	No identified significant impact	The proposal will involve contractors in selecting employees from the full range of the current EU work force, covering age and gender.
Disability	The proposals will significantly improve access to the Council chamber for councillors, staff and local citizens: <ul style="list-style-type: none"> <li>• Direct lift access to the council chamber (lift to include full wheelchair access and brail signage etc)</li> <li>• Reduction of the centre “pit” to create a larger flat floor with compliant ramps</li> </ul>	Contractors/suppliers will be required to demonstrate they comply with the Equalities Act 2010.

	<ul style="list-style-type: none"> <li>• New adjustable seating as well as wheelchair standing areas.</li> <li>• Improved visual contrast within flooring and around key doorways and access routes.</li> <li>• Hearing loop</li> <li>• Better acoustic control within the chamber.</li> <li>• Upgraded Part M compliant toilet on the ground floor in the public access area. (Other toilets are currently out of scope as they form part of another project).</li> </ul>	
Sex	No identified significant impact'	The proposal will involve contractors in selecting employees from the full range of the current EU work force, covering age and gender.
Race	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Gender reassignment	No identified significant impact	The proposal will involve contractors in selecting employees from the full range of the current EU work force, covering age and gender.
Marriage & civil partnership	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Pregnancy & maternity	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Religion and/or belief	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.
Sexual orientation	No identified significant impact	Contractor/suppliers will be required to provide details of policies related to Equality & Diversity.

#### 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
Upgrade space to comply with equalities act, fire regulations and other building legislation.	Fully compliant refurbished Council Chamber, achieving statutory compliance and legislative requirements whilst taking advantage of updating the chamber whilst other works commence, providing cost efficiency to meet the basic needs as well as an overall refurbishment.

#### 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
Full refurbishment	Upgrade the council chamber	2021/22	AMPS

#### 6. Monitoring and review

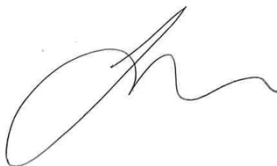
The following processes/actions will be put in place to keep this 'activity' under review:

## 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	Steve Mawson
Date	07/12/2021

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 Lynden Stowe
Date	8.12.21

## 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 style="text-align: center;"><b>Age</b> <i>percentage/profile of service user ages</i></p>	<p>GCC Workforce Equalities Report Tables February 2021</p> <p>GCC Employees as 1st February 2021 <span style="float: right;">4043</span></p> <p>Age</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Percentage of Workforce</th> <th style="text-align: center;">Working Age Population of Gloucestershire</th> </tr> </thead> <tbody> <tr> <td>16-25</td> <td style="text-align: center;">6.28%</td> <td style="text-align: center;">17.50%</td> </tr> <tr> <td>26-35</td> <td style="text-align: center;">18.38%</td> <td style="text-align: center;">18.50%</td> </tr> <tr> <td>36-45</td> <td style="text-align: center;">21.07%</td> <td style="text-align: center;">19.30%</td> </tr> <tr> <td>46-55</td> <td style="text-align: center;">30.97%</td> <td style="text-align: center;">23.90%</td> </tr> <tr> <td>56+</td> <td style="text-align: center;">23.30%</td> <td style="text-align: center;">20.80%</td> </tr> <tr> <td>Grand Total</td> <td style="text-align: center;">100.00%</td> <td style="text-align: center;">100.00%</td> </tr> </tbody> </table>				Percentage of Workforce	Working Age Population of Gloucestershire	16-25	6.28%	17.50%	26-35	18.38%	18.50%	36-45	21.07%	19.30%	46-55	30.97%	23.90%	56+	23.30%	20.80%	Grand Total	100.00%	100.00%
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<b>Race</b> <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	RACE	Percentage of Workforce	Population of Gloucestershire
	Asian	2.38%	2.10%
	Black	2.24%	0.90%
	Mixed	1.44%	1.50%
	Other	0.47%	0.20%
	White British	89.52%	91.60%
	White Other	3.94%	3.90%
	Workforce stated	84.05%	0.00%
	Unstated	15.95%	
	Grand Total	100.00%	100.00%
<b>Gender reassignment</b> <i>percentage/profile of service users who have indicated they are transgender</i>	Gender reassignment: We have employees who have declared themselves transgender. As with last year this figure is low, and disclosing the data in this report could lead to the identification of individuals, which would not be legal.		
<b>Marriage &amp; civil partnership</b> <i>percentage/profile of service users who are married or in a civil partnership</i>	MARITAL STATUS	Percentage of Workforce	Population of Gloucestershire
	Divorced/Dissolved Civil Partnership	4.76%	9.50%
	Married/Civil Partnership	51.15%	50.50%
	Separated	2.35%	2.30%
	Single/Never Married	33.47%	30.50%
	Widowed	0.72%	7.20%
	Rather not state	7.54%	-
	Workforce stated	41.01%	-
	Unstated	58.99%	-
	Grand Total	100.00%	100.00%
<b>Pregnancy &amp; maternity</b> <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	Pregnancy and maternity: • During the period 1st February 2020 – 31st January 2021, a total of 102 employees took maternity leave. • 24 employees, who returned from maternity leave, changed their hours. • Two employees (1.9%) chose not to return following maternity leave.		

Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	RELIGION	Percentage of Workforce	Population of Gloucestershire
	Buddhist	1.08%	0.30%
	Christian	42.01%	63.50%
	Hindu	0.54%	0.40%
	Jewish	0.23%	0.00%
	Muslim	1.77%	1.00%
	Other	2.23%	0.60%
	None	41.71%	26.70%
	Rather not state	10.45%	7.50%
	Workforce stated	32.20%	-
	Unstated	67.80%	-
	Grand Total	100.00%	100.00%
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	SEXUALITY	Percentage of Workforce	Population of Gloucestershire
	Bisexual	1.54%	5% to 7%*
	Gay	1.82%	
	Lesbian	1.04%	
	Heterosexual	86.38%	93-95%*
	Rather not state	9.21%	-
	Workforce stated	54.49%	-
	Unstated	45.51%	-
	Grand Total	100.00%	100.00%

## 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	<p>GCC Workforce Equalities Report Tables February 2021</p> <p>GCC Employees as 1st February 2021</p>



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<p><b>Religion and/or belief</b></p>	<table border="1"> <thead> <tr> <th data-bbox="499 1122 651 1155">RELIGION</th> <th data-bbox="722 1167 898 1234">Percentage of Workforce</th> <th data-bbox="930 1167 1121 1234">Population of Gloucestershire</th> </tr> </thead> <tbody> <tr> <td data-bbox="499 1238 651 1272">Buddhist</td> <td data-bbox="722 1238 898 1272">1.08%</td> <td data-bbox="930 1238 1121 1272">0.30%</td> </tr> <tr> <td data-bbox="499 1279 651 1312">Christian</td> <td data-bbox="722 1279 898 1312">42.01%</td> <td data-bbox="930 1279 1121 1312">63.50%</td> </tr> <tr> <td data-bbox="499 1319 651 1352">Hindu</td> <td data-bbox="722 1319 898 1352">0.54%</td> <td data-bbox="930 1319 1121 1352">0.40%</td> </tr> <tr> <td data-bbox="499 1359 651 1393">Jewish</td> <td data-bbox="722 1359 898 1393">0.23%</td> <td data-bbox="930 1359 1121 1393">0.00%</td> </tr> <tr> <td data-bbox="499 1400 651 1433">Muslim</td> <td data-bbox="722 1400 898 1433">1.77%</td> <td data-bbox="930 1400 1121 1433">1.00%</td> </tr> <tr> <td data-bbox="499 1440 651 1473">Other</td> <td data-bbox="722 1440 898 1473">2.23%</td> <td data-bbox="930 1440 1121 1473">0.60%</td> </tr> <tr> <td data-bbox="499 1480 651 1514">None</td> <td data-bbox="722 1480 898 1514">41.71%</td> <td data-bbox="930 1480 1121 1514">26.70%</td> </tr> <tr> <td data-bbox="499 1520 651 1554">Rather not state</td> <td data-bbox="722 1520 898 1554">10.45%</td> <td data-bbox="930 1520 1121 1554">7.50%</td> </tr> <tr> <td data-bbox="499 1561 651 1594">Workforce stated</td> <td data-bbox="722 1561 898 1594">32.20%</td> <td data-bbox="930 1561 1121 1594">-</td> </tr> <tr> <td data-bbox="499 1601 651 1635">Unstated</td> <td data-bbox="722 1601 898 1635">67.80%</td> <td data-bbox="930 1601 1121 1635">-</td> </tr> <tr> <td data-bbox="499 1641 651 1675">Grand Total</td> <td data-bbox="722 1641 898 1675">100.00%</td> <td data-bbox="930 1641 1121 1675">100.00%</td> </tr> </tbody> </table>	RELIGION	Percentage of Workforce	Population of Gloucestershire	Buddhist	1.08%	0.30%	Christian	42.01%	63.50%	Hindu	0.54%	0.40%	Jewish	0.23%	0.00%	Muslim	1.77%	1.00%	Other	2.23%	0.60%	None	41.71%	26.70%	Rather not state	10.45%	7.50%	Workforce stated	32.20%	-	Unstated	67.80%	-	Grand Total	100.00%	100.00%
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	Heterosexual	86.38%	93-95%*
	Rather not state	9.21%	-
	Workforce stated	54.49%	-
	Unstated	45.51%	-
	Grand Total	100.00%	100.00%