

## 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	Children and Families Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Local Welfare Support 2022 – 2024 Contract Extension
Brief outline of the proposal (s)	<p>The GWSS has been in place since April 2013, due to the abolishment of the Welfare Reform Act, Community Care Grants and Crisis Loans. Since then, all top tier local authorities have received funding from the Department of Work and Pensions (DWP) with an expectation, but no statutory duty, to offer support and assistance to vulnerable young people, adults, and families in crisis.</p> <p>Localising Welfare Assistance is part of a wider policy of decentralisation giving Gloucestershire County Council increased financial autonomy and decision making and a greater stake in the economic future of the local area. The service can be more effectively run locally where they are linked to other support services to ensure funding is only targeted at genuine need.</p> <p>In April 2019 the council entered into an initial 3-year contract (via an EU compliant competitive tender process) with Auriga Services Limited, along with the additional option of a further 2-years extension. To facilitate the reduction of staff time spent in arranging petty-cash awards in the region of £520k p.a and ensure appropriate support/goods are delivered. The current proposal is exercising the 2-year extension option.</p>
Who is affected by the proposals?	<p>Service users <input checked="" 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	Officers are seeking approval to implement the option to extend the contract for a further 2 years to manage and deliver the GWSS.

	Cllr Stephen Davis, Lead Cabinet Member for Children's Safeguarding and Early Years
Person(s) responsible for completing this assessment	<p>Daniel Gillingham, Outcome Manager (Children and Families Commissioning Hub)</p> <p>David Flosse-Harris, Outcome Manager (Children and Families Commissioning Hub)</p> <p>Jacqueline Leaver, Commissioning Manager (Children and Families Commissioning Hub)</p> <p>Mark Foster, Commissioning Manager, (Children and Families Commissioning Hub)</p>
Date of this assessment	January 2022

## 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	<p>The Auriga Service Ltd.'s tracking system tracks data for both applications and awards, mapped by protected characteristics. A large number of applicants decline to provide the information on race, disability, gender reassignment, pregnancy and maternity, religion or belief or sexual orientation.</p> <p>The Council's <a href="#">Population Profile 2021</a> provides a breakdown of the protected characteristics of the people who use the Council's services.</p>
Workforce	There are no implications on workforce for use of the Gloucestershire Welfare Support Scheme.
Partners	Information exchanges taken place regularly with local district council officers to ensure the programme is operating in a coherent way in conjunction with their own statutory responsibilities e.g., discretionary housing payments.
External Provider	<p>Contract meetings with the current provider are completed quarterly and monthly operational and financial reporting is provided. The GWSS works closely with providers of recycled furniture across the county. Successful and unsuccessful applicants are signposted to other local agencies where relevant to their need.</p> <p>Auriga Services Ltd has developed very good relationships with providers of goods and services within the local area creating employment opportunities for local communities e.g. recycled furniture suppliers</p>

### 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>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to age in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group.</p> <p>Mental Health issues are continuing to increase in all age groups.</p>	No significant impact
Disability	<p>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to disability in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>More likely to be digitally excluded</p> <p>More likely to be living on a fixed income.</p> <p>As age increases, the proportion of respondents reporting a limiting long term health problem increases.</p> <p>Dementia is one of the major causes of disability in older people.</p> <p>People with learning disabilities have poorer health than the general population.</p>	No significant impact

<p>Sex</p>	<p>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to sex in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Women are more likely to be working part time, or on a fixed income, than men</p> <p>Women more likely to be single parents.</p> <p>Domestic abuse and violence disproportionately affects women, this results in women fleeing their homes and facing financial vulnerability through the homelessness process.</p> <p>Men have higher suicide rates than women.</p>	<p>No significant impact</p>
<p>Race</p>	<p>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to race in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>More likely to be on a low or fixed income or having limited hours of work.</p> <p>Residents with No Recourse to Public Funds including EU nationals without access to benefits in precarious employment are already vulnerable to destitution if they lose employment.</p> <p>Some communities will have specific dietary needs</p> <p>Language, not being able to speak English can be a barrier that limits employment prospects and affects the household finances to being solely dependent upon benefits.</p>	<p>No significant impact</p>

<p>Gender reassignment</p>	<p>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to Gender reassignment in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>More likely to be financially disadvantaged or living on a fixed income.</p> <p>Evidence shows that when transgender people reveal their gender variance, they are exposed to a risk of discrimination, bullying and hate crime.</p> <p>In addition, they often lack support from their families which can lead to them being subjected to domestic violence, homelessness and facing financial vulnerability.</p> <p>Transgender people are more likely to report mental health conditions and to attempt suicide.</p>	<p>No significant impact</p>
<p>Marriage &amp; civil partnership</p>	<p>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to Marriage &amp; civil partnership in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Domestic abuse disproportionately affects women. This results in women fleeing their homes and facing financial vulnerability through the homelessness process.</p> <p>When fleeing DV, the family is often relocated away from their network of family and friends.</p>	<p>No significant impact</p>
<p>Pregnancy &amp; maternity</p>	<p>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to age in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-</p>	<p>No significant impact</p>

	<p>income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Young women can struggle financially to be independent leading them to become vulnerable themselves and baby.</p>	
Religion and/or belief	<p>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to Religion and/or belief in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Some religious groups will have specific dietary needs</p>	No significant impact
Sexual orientation	<p>The GWSS process welfare support, social care and youth support welfare requests which are available consistently to all eligible families and individuals. Whilst there is no significant evidence relating to differential impact relating to Sexual orientation in Gloucestershire at this stage, national data shows that certain groups have a greater likelihood for being in lower-income households and are therefore more likely to benefit from this proposal.</p> <p>There is a limited set of current data available on the financial resilience of this characteristic group</p> <p>Lesbian, gay or bisexual (LGB) people are more likely to experience depression or anxiety, attempted suicide and have suicidal thoughts and self-harm.</p>	No 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

## 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
<b>Age</b>			
Some will be shopping less, shopping locally or not shopping in person at all. They may not have access to full variety of goods, or the best deals (if shopping locally). This could mean food costs rise. Older people may be more likely to be digitally excluded and may not be able to access the portal	Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.  Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Young people less financially independent as a result of employment opportunities are more likely to be on a fixed income.	Ensuring the portal is accessible	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Households made redundant will need to adjust to lower income, regardless of pre-existing financial commitments based on their employed income – mortgage, rent, hire purchase, mobile phones, and debt repayments.		Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
<b>Disability</b>			
Some people will be shopping less, shopping locally or not shopping in person at all. They may not have access to full variety of goods, or the best deals (if shopping	Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub

locally). This could mean food costs rise.	Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.		
Those digitally excluded may not be able to access the portal	Ensuring the portal is accessible	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Those on a fixed income less likely to have savings or financial contingency for increased cost in food expenses if shopping locally etc.		Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Lack of community contact and support may result in negative impact on Mental Health. Poor mental health can link to greater risk of indebtedness		Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Potential accessibility issues for vulnerable people due to age or disability.		Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
<b>Gender reassignment</b>			
Those on a fixed income less likely to have savings or financial contingency for increased cost in food expenses if shopping locally etc.	Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Lack of community contact and support may result in negative impact on Mental Health. Poor mental health can link to	Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.  Ensuring the portal is accessible	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families

greater risk of indebtedness			Commissioning Hub
<b>Pregnancy and maternity</b>			
Reduced income risks deepening or newly establishing debt. Unable to comfortably adapt to additional costs associated with isolation, i.e. additional meals for the whole family, but specifically children of school age. Less able to buy in more food to manage isolation periods, as well as postnatal period when less able to get out.	Signpost to Family Information Service, with links into Children's Centres, Community Midwifery and Health Visiting service  Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.  Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Isolation from support network may have a detrimental impact on Mental Health. Poor MH may result in a lack of motivation or ability to face responsibilities or resolve issues. This could lead to worsening debt issues or failure to seek help when necessary.	Ensuring the portal is accessible	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Access to professional support may impact on the wellbeing of the family as a whole.		Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
<b>Race and Ethnicity</b>			
Those who choose to shop less, shop local or shield are more likely to be spending more on food and travel	Ensure information about support is accessible to all groups and encourage this information to be distributed through community-based groups. Consider all options of how financial support can be devolved to community-based groups.	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Lack of community contact and support may result in negative impact	Ensure easy access to and smooth referrals into the advice	Ongoing	Wendy Williams / David Flosse-

on Mental Health. Poor mental health can link to greater risk of indebtedness	sector for those identified as in need of financial support, including council's own Welfare scheme.		Harris, Children and Families Commissioning Hub
Specific dietary needs may be impacted by food shortages or price rises on high demand products	Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.  Information to be made clear and accessible for all, including translated materials in key languages for migrant populations, and for all front-line services to be aware of support available and signpost accordingly.	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Emergency food support available may not include items specific to dietary needs.	Provide supermarket vouchers so that service users can choose where they need/want to shop to meet their specific dietary needs	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
NRPF households may be at particular financial risk if not eligible for all support mechanisms that have been put in place.		Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Residents with insecure immigration status may fear contacting the authorities in case their details are shared with the Home Office.		Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
<b>Religion and Belief</b>			
Lack of community contact and support may result in negative impact on Mental Health. Poor mental health can link to greater risk of indebtedness	Ensure information about support is accessible to all groups and encourage this information to be distributed through community-based groups. Consider all options of how financial support can be devolved to community-based groups.	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
Specific dietary needs may be impacted by food	Ensure easy access to and smooth referrals into the advice	Ongoing	Wendy Williams / David Flosse-

shortages or price rises on high demand products	sector for those identified as in need of financial support, including council's own Welfare scheme.		Harris, Children and Families Commissioning Hub
Emergency food support available may not include items specific to dietary needs	<p>Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.</p> <p>Ensuring the portal is accessible.</p> <p>Provide supermarket vouchers so that service users can choose where they need/want to shop to meet their specific dietary needs</p>	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
<b>Sexual Orientation</b>			
Restrictions placed on the meeting of community groups could place a risk on Mental Health and wellbeing which could have a knock-on effect around financial resilience.	<p>Ensure information about support is accessible to all groups and encourage this information to be distributed through community-based groups. Consider all options of how financial support can be devolved to community-based groups.</p> <p>Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.</p> <p>Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.</p> <p>Ensuring the portal is accessible</p>	Ongoing	Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub
<b>Marriage and civil partnership</b>			
Homelessness places women at a significant financial disadvantage as well as impacting on their mental health and the wellbeing of the family, as a whole.	Ensure information about support is accessible to all groups and encourage this information to be distributed through community-based groups. Consider all options of how financial support can be devolved to community-based groups.		Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub

<p>Without a network of support, increased expenses may follow due to a loss of informal childcare. Or hours of work may need to be reduced.</p>	<p>Ensure easy access to and smooth referrals into the advice sector for those identified as in need of financial support, including council's own Welfare scheme.</p> <p>Information to be made clear and accessible for all and for all front-line services to be aware of support available and signpost accordingly.</p> <p>Ensuring the portal is accessible</p>	<p>Ongoing</p>	<p>Wendy Williams / David Flosse-Harris, Children and Families Commissioning Hub</p>
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## 6. Monitoring and review

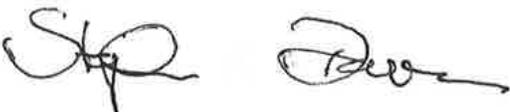
<p>The following processes/actions will be put in place to keep this 'activity' under review:</p>
<p>Monthly monitoring reports from the provider and contractual meetings with the provider. Monitoring reports provided to delivery teams for scrutiny and tracking.</p>
<p>Progress to be reported to Children's Directorate SLT at regular intervals through Wendy Gray, Head of Service - Early Help and Prevention Commissioning</p>

## 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.

<p>Signature of Senior Officer</p>	
<p>Name of Senior Officer</p>	<p>Wendy Williams, Assistant Director for Integrated Children and Families Commissioning</p>
<p>Date</p>	<p>10/02/2022</p>

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, Lead Cabinet Member for Children's Safeguarding and Early Years
Date	10/02/2022

Signature of decision maker	
Name of decision maker	Cllr Tim Harman
Date	10/02/2022

## 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 Analysis

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</i></p> <p>In 2019, the resident population of Gloucestershire was estimated to be 637,070 people of which:</p> <ul style="list-style-type: none"> <li>• 22.4% were aged 0-19;</li> <li>• 56.0% were aged 20-64;</li> <li>• 21.6% were aged 65 and over</li> </ul> <p>Young people aged 18-25 less likely to secure employment and so more likely to be applying for Universal Credit.</p> <p>GCC residents aged 65 or over are more likely to need support due to long-term limiting illness, in poor health, living alone, providing unpaid care of 50-hours or more a week, without a car and living in a household without central heating.</p>
Disability	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</i></p> <p>According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability; 7.3% reported that their activities were limited ‘a lot’ and 9.5% reported their activities were limited ‘a little’. The equivalent national figures for England were 17.6%, 8.3% and 9.3%. At a household level, 24.2% of households had at least one person with a long-term limiting health problem or disability; this was slightly lower than the figure for England of 25.7%.</p>
Sex	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</i></p> <p>In 2019, the overall population split by sex in Gloucestershire is</p> <ul style="list-style-type: none"> <li>• Males making up 49.1% of the population and</li> <li>• Females accounting for 50.9%.</li> </ul>

	<p>This situation is also reflected at district, regional and national level</p>
Race	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</i></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>People aged 65 and over, Asian/Asian British people and Black African/Caribbean/Black British people are more likely to have long-term limiting illness and be in poor health.</p>
Gender reassignment	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</i></p> <p>There are no official estimates of gender reassignment at either national or local level.</p>
Marriage & civil partnership	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</i></p> <p>Among residents of Gloucestershire:</p> <ul style="list-style-type: none"> <li>• 30.5% are single and have never married or registered a same-sex civil partnership</li> <li>• 50.2% are married;</li> <li>• 0.3% are in a registered same-sex civil partnership;</li> <li>• 2.3% are separated but still legally married or still legally in a same sex civil partnership;</li> <li>• 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved;</li> </ul>

	<ul style="list-style-type: none"> <li>7.2% are widowed or a surviving partner from a same sex civil partnership</li> </ul>
Pregnancy & maternity	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</i></p> <p>There were 6,124 live births in Gloucestershire in 2019</p>
Religion and/or belief	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</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.</p>
Sexual orientation	<p><i>For the purpose of this EIA, as the grant is to support as many families and individuals in Gloucestershire as possible, based on need and application for such support, we have used the <a href="#">Population Profile 2021</a> for whole Gloucestershire data.</i></p> <p>There are no definitive data on sexual orientation at a local or national level.</p>

## 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	
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