

## 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	Adult Social Care
Service area	Integrated Brokerage
Title of the activity being assessed i.e. the strategy, plan, policy or service	Market Shaping and Review of Commissioning and Estates Strategies
Brief outline of the proposal(s)	The purpose of the report is to receive feedback on the Market Engagement Review and seek approval on the recommendations to influence and aid the sustainability of the Independent Health & Social Care Market of Gloucestershire.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	Undertake a consultation with residents and families on the proposed decommissioning and closure of four homes in the Gloucestershire Care Partnership: <ul style="list-style-type: none"> <li>1.a) Orchard House, Bishops Cleeve, Tewkesbury</li> <li>1.b) Westbury Court, Westbury, Forest of Dean</li> <li>1.c) Bohanam House, Gloucester</li> <li>1.d) The Elms, Stonehouse Stroud</li> </ul>
Person(s) responsible for completing this assessment	Brenda Yearwood – Head of Integrated Commissioning – Brokerage & Market Management

Date of this assessment	February 2022
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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	<p>The proposed consultation will be with residents &amp; their families who are living in the proposed 4 care homes that are GCC or Health funded as well as those individuals who are self-funded.</p> <p>The proposed engagement &amp; consultation will include a variety of forums to make them accessible from those with protected characteristics these include: face to face meetings, virtual meetings, surveys and 1:1 session</p>
Workforce	<p>All permanent staff in the proposed 4 care homes</p> <p>The proposed engagement &amp; consultation will include a variety of forums to make them accessible from those with protected characteristics these include: face to face meetings, virtual meetings, surveys and 1:1 session</p>
Partners	Gloucestershire Care Partnership
Other	<p>Carer, families, and friends of current users of care and support services.</p> <p>The proposed engagement &amp; consultation will include a variety of forums to make them accessible from those with protected characteristics these include: face to face meetings, virtual meetings, surveys and 1:1 session</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	There are approx. 92 individuals utilising the 4 proposed care homes for long term care funded by GCC or Health.	<p>The proposed four care homes employ approx. 161 people</p> <p>10%: Nursing Staff</p>

	<p><i>The information set out in the appendix identifies the percentage of age range of these individuals.</i></p>	<p>55%: Care Worker 35%: Non-Care Staff</p>
Disability	<p>No identified impact</p> <p><i>The information set out in the appendix identifies the percentage of age range of these individuals.</i></p>	<p>Not known</p> <p>During the consultation exercise we will collect, analyse, and collate information and data relating to all the protected characteristics and will take note on how these impact on disabilities</p>
Sex	<p>No identified impact</p> <p><i>The information set out in the appendix identifies the percentage of age range of these individuals.</i></p>	<p>Not known, however most people working as carers in the the H&amp;SC sector are female.</p>
Race	<p>No identified impact</p> <p><i>The information set out in the appendix identifies the percentage of age range of these individuals.</i></p>	<p>Not know, however previously Gloucestershire had many BAME workers providing care in the sector.</p> <p>We hope to further identify whether the CV19 virus has influenced the make-up of the care industry staffing profile.</p> <p>Anecdotal information indicates that the pandemic had a greater impact on individuals from minority communities.</p> <p>During the consultation exercise we will collect, analyse, and collate information and data relating to all the protected characteristics and will take note on how these impact on race.</p>

Gender reassignment	No identified impact	Not known  We will collect, analyse, and collate data relating to all the protected characteristics as part of the consultation.
Marriage & civil partnership	No identified impact	Not known  We will collect, analyse, and collate data relating to all the protected characteristics as part of the consultation.
Pregnancy & maternity	n/a	Not known  We will collect, analyse, and collate data relating to all the protected characteristics as part of the consultation.
Religion and/or belief	No identified impact  <i>The information set out in the appendix identifies the percentage of age range of these individuals.</i>	Not known  We will collect, analyse, and collate data relating to all the protected characteristics as part of the consultation.
Sexual orientation	No identified impact	No identified significant impact currently identified however we will collect, analyse, and collate data relating to all the protected characteristics as part of the consultation.

#### 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
The Consultation with the residents, families, representatives, and employees of OSJCT will enable us to collect information on any equalities impact of closure therefore the proposed changes will be determined by the outcome of the Consultation.	

## 5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:


Potential impact (positive or negative)	Action	By when	Owner
Positive	Undertake Consultation with residents, families, and employees of OSJCT taking into consideration the protected characteristics we are aware of off those individuals we hold data for.	April 2022	Brenda Yearwood
Positive	To further identify protected characteristics of residents whom we do not hold information for, and employees, and the impacts that the proposal for closures may have on these.	April 2022	Brenda Yearwood
Positive	Prepare & present report on the Consultation to Cabinet Member for Adult Social Care Commissioning	May 2022	Brenda Yearwood
Positive	Cabinet paper with preferred option will be presented at the June 2022 Cabinet.	June 2022	Brenda Yearwood

## 6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
<p>Ongoing collation of data, and monitoring will be carried out during the consultation to consider any further impacts on those with protected characteristics.</p> <p>A review report will be presented to the Cabinet Member for Adult Social Care Commissioning with feedback and evaluation of the consultation with residents, families, and employees of OSJCT and a Cabinet paper with preferred option will be presented at the June 2022 Cabinet.</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

Signature of Senior Officer	
Name of Senior Officer	Sarah Scott
Date	22.3.22

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	22.3.22

## 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>All GCC or Health funded residents in the proposed 4 homes are above the age of 51 the percentage of age ranges for these individuals is below:</p> <table border="1" data-bbox="523 1005 1358 1435"> <thead> <tr> <th>Age Range</th> <th>Percentage of Residents</th> </tr> </thead> <tbody> <tr> <td>51-60</td> <td>1%</td> </tr> <tr> <td>61-70</td> <td>7%</td> </tr> <tr> <td>71-80</td> <td>18%</td> </tr> <tr> <td>81-90</td> <td>39%</td> </tr> <tr> <td>91-100</td> <td>34%</td> </tr> <tr> <td>100+</td> <td>1%</td> </tr> </tbody> </table>	Age Range	Percentage of Residents	51-60	1%	61-70	7%	71-80	18%	81-90	39%	91-100	34%	100+	1%
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<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>Below is the percentage of residents who are GCC or health funded with a registered disabilities that is recorded on the system, however due to the needs of individuals in Nursing homes, it is likely that there are more residents at the home have a disability within the definition of the Equalities Act:</p> <table border="1" data-bbox="523 1677 1358 1980"> <thead> <tr> <th>Disability Category:</th> <th>Percentage of Residents</th> </tr> </thead> <tbody> <tr> <td>Dual impairment</td> <td>17%</td> </tr> <tr> <td>Hearing impairment</td> <td>56%</td> </tr> <tr> <td>Visual Impairment</td> <td>17%</td> </tr> <tr> <td>Learning Disability</td> <td>11%</td> </tr> </tbody> </table>	Disability Category:	Percentage of Residents	Dual impairment	17%	Hearing impairment	56%	Visual Impairment	17%	Learning Disability	11%				
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<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Percentage of male &amp; female residents who are GCC or Health funded:</p> <table border="1" data-bbox="523 300 1356 544"> <thead> <tr> <th data-bbox="523 300 938 360">Sex:</th> <th data-bbox="946 300 1356 360">Percentage of Residents</th> </tr> </thead> <tbody> <tr> <td data-bbox="523 360 938 421">Male</td> <td data-bbox="946 360 1356 421">32%</td> </tr> <tr> <td data-bbox="523 421 938 481">Female</td> <td data-bbox="946 421 1356 481">67%</td> </tr> <tr> <td data-bbox="523 481 938 544">Not disclosed</td> <td data-bbox="946 481 1356 544">1%</td> </tr> </tbody> </table>	Sex:	Percentage of Residents	Male	32%	Female	67%	Not disclosed	1%
Sex:	Percentage of Residents								
Male	32%								
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<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>Percentage of background of residents who are GCC or Health funded:</p> <table border="1" data-bbox="523 658 1356 902"> <thead> <tr> <th data-bbox="523 658 938 719">Race:</th> <th data-bbox="946 658 1356 719">Percentage of Residents</th> </tr> </thead> <tbody> <tr> <td data-bbox="523 719 938 779">White British</td> <td data-bbox="946 719 1356 779">89%</td> </tr> <tr> <td data-bbox="523 779 938 840">Chinese</td> <td data-bbox="946 779 1356 840">1%</td> </tr> <tr> <td data-bbox="523 840 938 902">Unknown</td> <td data-bbox="946 840 1356 902">10%</td> </tr> </tbody> </table>	Race:	Percentage of Residents	White British	89%	Chinese	1%	Unknown	10%
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White British	89%								
Chinese	1%								
Unknown	10%								
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>Not Known</p>								
<p>Marriage &amp; civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>Not known</p>								
<p>Pregnancy &amp; maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>Not applicable due to the age range off residents</p>								
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>Percentage of residents by religion who are GCC or Health funded:</p> <table border="1" data-bbox="523 1744 1356 1989"> <thead> <tr> <th data-bbox="523 1744 938 1805">Religion</th> <th data-bbox="946 1744 1356 1805">Percentage of Residents</th> </tr> </thead> <tbody> <tr> <td data-bbox="523 1805 938 1865">Atheist</td> <td data-bbox="946 1805 1356 1865">10%</td> </tr> <tr> <td data-bbox="523 1865 938 1926">Baptist</td> <td data-bbox="946 1865 1356 1926">1%</td> </tr> <tr> <td data-bbox="523 1926 938 1989">Buddhist</td> <td data-bbox="946 1926 1356 1989">1%</td> </tr> </tbody> </table>	Religion	Percentage of Residents	Atheist	10%	Baptist	1%	Buddhist	1%
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	<table border="1"> <tr> <td>C of E</td> <td>46%</td> </tr> <tr> <td>Christian</td> <td>2%</td> </tr> <tr> <td>Jehovah Witness</td> <td>1%</td> </tr> <tr> <td>Methodist</td> <td>3%</td> </tr> <tr> <td>No religion</td> <td>31%</td> </tr> <tr> <td>Roman Catholic</td> <td>3%</td> </tr> <tr> <td>Spiritualist</td> <td>1%</td> </tr> </table>	C of E	46%	Christian	2%	Jehovah Witness	1%	Methodist	3%	No religion	31%	Roman Catholic	3%	Spiritualist	1%
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Spiritualist	1%														
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	Not Known														

## 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	N/A
Disability	N/A
Sex	N/A
Race	N/A
Gender reassignment	N/A
Marriage & civil partnership	N/A
Pregnancy & maternity	N/A
Religion and/or belief	N/A
Sexual orientation	N/A

