

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's Social Care and Early Help
Title of the activity being assessed i.e. the strategy, plan, policy or service	CSC Improvement Plan in response to Ofsted inspection.
Brief outline of the proposal(s)	Ofsted undertook their inspection of Children's Services in February 2022. The subsequent report was published on 1 st April 2022 and concluded that the overall effectiveness of services was no longer inadequate and had improved to 'requires improvement to be good'. Consequently, Children's Services are required to submit an improvement plan to address the inspection findings to Ofsted by 15 th July.
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	To note the Ofsted inspection report and approve the Children's Services Improvement Plan, giving delegated authority to the Director of Children's Services to make any final changes, in consultation with the Lead Cabinet Member for Children's Safeguarding and Early Years, prior to its submission to Ofsted.
Person(s) responsible for completing this assessment	Andy Dempsey
Date of this assessment	11 th May 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	Regular engagement and consultation takes place with our service users through a variety of means, including audit and direct feedback at an individual level. The Ambassadors also act as a conduit for wider consultation and engagement, with their views and perceptions feeding into the Improvement Plan.
Workforce	The Improvement Plan will be subject to widespread consultation through our management and team meetings.
Partners	Partners will be engaged and consulted through our revised Improvement Board arrangements and other key forums, such as the Safeguarding Partnership and Children's Wellbeing Coalition.
Other	

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	Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.	A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21 st Century. This is based on a 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. Our improvement

		activity will make a positive contribution to those aims.
Disability	Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.	A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21 st Century. This is based on a 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. Our improvement activity will make a positive contribution to those aims.
Sex	Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.	A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21 st Century. This is based on a 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. Our improvement activity will make a positive contribution to those aims.
Race	Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which will, in turn, have a positive impact on the elimination of	A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21 st Century. This is based on a 'grow your own' approach, operating within GCC's employment policy framework, which, in turn,

	<p>discrimination, equality of opportunity and the promotion of good relations. We know we have an issue with disproportionality in some aspects of service provision, which our Improvement Plan aims to address.</p>	<p>aims to eliminate discrimination and promote inclusivity and equality of opportunity. Our improvement activity will make a positive contribution to those aims. We know that our workforce does not always reflect the diversity of our wider community, particularly at senior leadership and will work to address this as part of our Workforce Development Strategy.</p>
<p>Gender reassignment</p>	<p>Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations. We are aware of a number of young people who are seeking to transition, or are requiring support around gender, which is a further theme within our improvement activity.</p>	<p>A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21st Century. This is based on a 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. Our improvement activity will make a positive contribution to those aims.</p>
<p>Marriage & civil partnership</p>	<p>Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which will, in turn, have a positive impact on the elimination of discrimination, equality of</p>	<p>A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21st Century. This is based on a 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote</p>

	<p>opportunity and the promotion of good relations.</p>	<p>inclusivity and equality of opportunity. Our improvement activity will make a positive contribution to those aims.</p>
<p>Pregnancy & maternity</p>	<p>Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21st Century. This is based on a 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. Our improvement activity will make a positive contribution to those aims.</p>
<p>Religion and/or belief</p>	<p>Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.</p>	<p>A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21st Century. This is based on a 'grow your own' approach, operating within GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. Our improvement activity will make a positive contribution to those aims.</p>
<p>Sexual orientation</p>	<p>Our assessment and planning tools for Children's Services take full account of protective characteristics, as these relate to the needs, risks and circumstances of children and young people. The Improvement Plan aims to improve our practice which</p>	<p>A key element within our improvement activity is to develop a stable and highly skilled workforce which is able to meet the significant challenges of social work in the 21st Century. This is based on a 'grow your own' approach, operating within</p>

	will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.	GCC's employment policy framework, which, in turn, aims to eliminate discrimination and promote inclusivity and equality of opportunity. Our improvement activity will make a positive contribution to those aims.
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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
Our existing Accelerated Improvement Plan, QA and performance arrangements supported our improvement journey from inadequate to requires improvement. A revised Improvement Plan will take us on the next stage of our improvement journey from requires improvement to good/outstanding.	The previous AIP was very much focused on compliance and addressing the deficits identified in the 2017 inspection. The revised Improvement Plan takes account of the 2022 inspection findings and the wider programme of activity necessary to deliver sustainably good services.

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
	To improve and implement the Children's Services Improvement Plan, which is required to be submitted to Ofsted by 15 th July.	July 2022	Chris Spencer

6. Monitoring and review

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

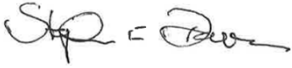
Progress against the Improvement Plan will be monitored by Children's Services SLT, Corporate Leadership, Scrutiny and a refreshed Improvement Board, which will comprise of local partners and input from the Department for Education.

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	Chris Spencer
Date	11 th May 2022

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	12 th June 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

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>Unborn – 2% 0 – 5% 1 – 5% 2 – 4% 3 – 4% 4 – 5% 5 – 4% 6 – 5% 7 – 5% 8 – 5% 9 – 5% 10 – 5% 11 – 5% 12 – 7% 13 – 6% 14 – 6.9% 15 – 7% 16 – 6% 17 – 6% 18 – < 1%</p>
<p>Disability <i>number/profile of service users who have a disability</i></p>	<p>Yes – 7% No – 93%</p>
<p>Sex <i>number/profile of service users who are male and who are female</i></p>	<p>Male – 51% Female – 46% Not stated/recorded (unborn) – >2% Neither – <1%</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>WBRI – 74% WIRI – <1%% WIRT – <1% WOTH – 5% WROM – <1% MWBC – 4% MWBA – >1% MWAS – 1% MOTH – 3%</p>

	<p>AIND – <1% APKN – <1% ABAN – <1% AOTH – <1% BCRB – <1% BAFR – >1% BOTH – <1% CHNE – <1% OOTH – >1% NOBT – 6% REFU - <1%</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>We do not collect data against certain protected characteristics for young people, for example, their sexual orientation, gender reassignment status, religion, marriage or civil partnership, pregnancy and maternity. If a young person receiving a service identifies against one of these characteristics, it will be captured through their assessment and subsequent planning.</p>
<p>Marriage & civil partnership <i>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 for young people, for example, their sexual orientation, gender reassignment status, religion, marriage or civil partnership, pregnancy and maternity. If a young person receiving a service identifies against one of these characteristics, it will be captured through their assessment and subsequent planning.</p>
<p>Pregnancy & maternity <i>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 for young people, for example, their sexual orientation, gender reassignment status, religion, marriage or civil partnership, pregnancy and maternity. If a young person receiving a service identifies against one of these characteristics, it will be captured through their assessment and subsequent planning.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>We do not collect data against certain protected characteristics for young people, for example, their sexual orientation, gender reassignment status, religion, marriage or civil partnership, pregnancy and maternity. If a young person receiving a service identifies against one of these characteristics, it will be captured through their assessment and subsequent planning.</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>We do not collect data against certain protected characteristics for young people, for example, their sexual orientation, gender reassignment status, religion, marriage or civil partnership, pregnancy and maternity. If a young person receiving a service identifies against one of these characteristics, it will be captured through their assessment and subsequent planning.</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	Childrens' workforce (headcount = 1246) 16-25: 6.90% 26-35: 22.87% 36-45: 23.52% 46-55: 28.97% 56+: 17.74%
Disability	Childrens' workforce (headcount = 1246) Yes – 4.08% No – 95.92%
Sex	Childrens' workforce (headcount = 1246) Male – 14.93% Female – 85.07%
Race	Childrens' workforce (headcount = 1246) Asian – 2.89% Black – 2.49% Mixed – 1.79% Other – <1% White British – 87.96% White other – 4.78%
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.

<p>Marriage & civil partnership</p>	<p>Data for the whole of GCC workforce (41.01% of the workforce updated their Marriage and civil partnership status within SAP ESS as at the February 2021 census date)</p> <p>Divorced/Dissolved Civil Partnership – 4.76% Married/Civil Partnership – 51.15% Separated – 2.35% Single/Never Married – 33.47% Widowed – <1% Rather not state – 7.54%</p>
<p>Pregnancy & maternity</p>	<p>During the period 1st February 2020 – 31st January 2021, a total of 102 employees took maternity leave.</p>
<p>Religion and/or belief</p>	<p>Data for Childrens' workforce</p> <p>Buddhist – <1% Christian – 39.05% Hindu – <1% Jewish - 0.00% Muslim – 1.58% None – 46.73% Other – 1.58% Rather not say – 9.93%</p>
<p>Sexual orientation</p>	<p>Data for Childrens' workforce</p> <p>Bi-sexual – 1.64% Gay – 1.64% Heterosexual – 86.44% Lesbian – 1.49% Rather not state – 8.79%</p>

