

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	Prevention, Wellbeing and Communities
Service area	Community and Accommodation Based Support (Supporting People)
Title of the activity being assessed i.e. the strategy, plan, policy or service	Exercising the first option to extend on all current Community and Accommodation Based Support call-off contracts on the Pseudo Multi-provider Framework relating to Community and Accommodation Based Support (CABS) Services for Homelessness and People in vulnerable circumstances
Brief outline of the proposal(s)	<p>Following on from the Cabinet Authorisation on 30th January 2019 the Pseudo Multi-provider Framework was created by Gloucestershire Country Council (GCC) for the provision of Community and Accommodation Based Support services for the Council and partner agencies. Following a public law compliant tender process, the subsequent Officer Decision report dated 6th November 2019 authorised the award of call-off contracts with an initial term of three years to the successful providers for Lots 1i, 2i, 4i-iii and 5i-ii, with the option to extend these contracts for a period of no more than four years (on a 2+2 basis).</p> <p>The initial contract terms are due to end 31st March 2023, and we are seeking to now exercise the option to extend for the first two-year period, 1st April 2023 – 31st March 2025 for all call-off contracts.</p>
Who is affected by the proposals?	Clients <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 150px; height: 20px;" type="text"/>
Decision to be taken and decision maker	

Person(s) responsible for completing this assessment	Kate Richardson
Date of this assessment	June 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	
Clients	KPI monitoring data gathered by the services during 2019/20 and 2020/21 - there is some difference in the data available for these years due to a change in reporting methods
Workforce	n/a
Partners	n/a
Other	n/a

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>Community Based Support (CBS) <u>Place based Community Based Support</u> Following the contract extension CBS will continue to be available to anyone 16 or over with a housing related support need.</p> <p>CBS is primarily accessed by working age adults (18-59 years) and this will include young people moving in to their first homes, people living independently for the first time</p>	n/a

including those leaving relationships and leaving the armed forces, as well as adults coming out of supported accommodation after a period of crisis who may need support to resettle in their own accommodation and to build confidence.

The largest age group to access CBS in 2019/2020 were 18–24-year-olds, followed by 25-29-, and 30–34-year-olds who are likely to be those setting up home for the first time or struggling in their tenancy – this may include age related issues such as lower allowances within universal credit and/or housing benefit.

It is likely that younger people, especially aged 16-19 with housing related support needs as well as a need to develop independent living skills, may go into accommodation-based support prior to independent accommodation, and under 18s will not be living in their own tenancies unless they have a guarantor to hold the tenancy so these age groups may be underrepresented within CBS

Refugee and Asylum Seeker Community Based Support

Following the contract extension, CBS will continue to be available to any refugees and asylum seekers aged 16+ with housing related support needs.

Refugee and Asylum Seekers CBS has been accessed exclusively by clients aged 18-59 but mostly 18–29-year-olds. As with place-based CBS these are the ages when people are likely to need housing related support particularly if they are setting up a home for the first time in an unfamiliar country, which will also be relevant for the clients aged 30-55 accessing the service who may have lived independently but need support to adjust to housing in the UK.

Young people aged 16-17 who are unaccompanied asylum seekers are more likely to be supported by Children's Social Care than CBS.

Sensory Impairment Community Based Support

Following the contract extension, Sensory Impairment CBS will continue to be available to anyone with visual or hearing impairments who also have housing related support needs.

Sensory Impairment CBS is accessed mostly by clients aged 60+ which is reflective of the fact that while hearing and visual impairments can affect all the population there

will also be additional age-related impairments in this age group.

Commissioners acknowledge that there appears to be a need to explore if there is an unmet need for this service among younger age groups. And if so, to consider how the service can promote itself to reach a wider client group.

18+ Accommodation Based Support

18+ ABS

Following the contract extension, the service will continue to be available to anyone 18 or over who meets the service eligibility criteria.

Clients using 18+ ABS during 19/20 and 20/21 were mostly aged 18-59 (98.4%) with the remaining 1.6% being clients aged 60+ due to service criteria which is for adults aged 18+.

The main age ranges accessing 18+ ABS are clients aged 25-29, 30-34, 35-39 and 40-44 which is reflective that clients seeking ABS support may well have a range of complex needs and consequently have been through ABS or other supported housing several times, had time in custody or rehab, and may need repeated attempts to successfully engage with support.

Younger clients may be referred to 18+ ABS, typically if they are 20-24 as they would be unlikely to go into younger persons ABS unless there was a specific reason they would benefit from being placed with younger people, or 18-19 year olds who have not succeeded in younger persons accommodation generally because of ongoing anti-social behaviour or that they have high risk factors that mean that they cannot safely be put in projects with much younger/vulnerable clients.

Older clients engaging with ABS will usually be people with an entrenched history of rough sleeping/homelessness who want to settle down and access support as a pathway to their own accommodation, or for whom health issues have dictated that they need to come into accommodation and want support to do so.

Mental Health Accommodation Based Support

Following the contract extension, the service will continue to be available to anyone 18 or over who meets the service eligibility criteria, and there is also commissioner discretion to allow referrals for 16–17-year-olds.

	<p>Mental Health ABS clients during 19/20 and 20/21 were all aged 18-59, due to the service eligibility criteria.</p> <p>Young Persons Accommodation Based Support Following the contract extension, the service will continue to be available to anyone aged 16-19 who meets the service eligibility criteria, with commissioner discretion on referrals for 19–24-year-olds.</p> <p>16+ ABS clients are mostly in the 18-24 age group, who are more likely to need housing related support to develop independent living skills. Within in this age range, clients are more often aged 18-19 with 20–24-year-olds going into 18+ ABS unless they would benefit from being with younger clients such as they would be vulnerable with more complex clients within 18+ ABS.</p> <p>16–17-year-olds are less likely to go into ABS than other young people, as if a 16–17-year-old is in a housing crisis they would be referred to Children’s Social Care as a Child in Need and would only come into ABS if they declined to become a Looked After Child.</p> <p>The support offer within Young Persons ABS is longer than that of 18+ ABS to reflect that Young People may need more support before they can positively move on to independent accommodation.</p>	
Disability	<p>Disability data is service user led reporting so may not, in all cases, meet the Equality Act definition of a disability.</p> <p>Community Based Support <u>Place based Community Based Support</u> Following the contract extension, CBS will continue to provide housing related support to clients with disabilities as well as those without disabilities. Clients with more significant support needs linked to hearing or visual impairment may be referred on to the Sensory Impairment CBS service where appropriate, and if the client consents.</p> <p>49% of people using CBS services identified themselves as being disabled, which is nearly three times more than the overall population in Gloucestershire (16.7%), with mental health being the highest identified by clients, followed by physical disability due to mobility issues.</p> <p>CBS staff have opportunities for training to better support clients with mental health needs such as mental health training and Mental Health 1st aid training. CCP have</p>	n/a

worked in partnership with the Time to Heal project to increase referrals from patients in Wotton Lawn who would benefit from housing related support.

CBS hold or support activities to encourage community and customer engagement and will be such as mindfulness sessions, men's groups, walking groups, cooking groups, art groups and a Gloucester Walking Football Group. All of these will contribute to supporting clients mental and physical wellbeing.

CBS also engage with agencies that are likely to be supporting with clients with a disability such as the Community Wellbeing Service which will increase awareness of other available services to these client groups.

Refugee and Asylum Seeker Community Based Support

The service can and will continue to be available to support clients who have disabilities, however no one using this service identified that they were suffering with a disability, as this service supports a small cohort of clients whose primary needs will be linked to their housing needs and immigration status.

Sensory Impairment Community Based Support

Following the contract extension, the service will continue to be available to clients with housing related support needs and visual and/or hearing impairments.

All clients accessing Sensory Impairment CBS identified that they had a disability which expected because of the service specification. Clients with hearing or eyesight issues that did not cause significant impairment to their daily activities can be supported by the main CBS offer.

The service provides support to clients who are deaf/partially deaf using staff who specialise in BSL as well as supporting clients with hearing impairments who do not use BSL and/or clients who are blind or partially sighted and can use interpreters if English is not the client's first language.

Due to the ongoing nature of these disabilities the service tends to support clients for a longer period than place based CBS.

18+ Accommodation Based Support

18+ ABS

Following the contract extension, the service will continue to be available to referrals who meet the eligibility criteria for the service which includes clients with multiple and complex needs.

Mental health is the most identified disability within 18+ ABS, beyond the level of the general population. The service will have a high prevalence of clients with mental health needs as the service specification specifically identifies that the complex needs of clients may include mental, psychological, or emotional health needs. Clients who have an entrenched background of rough sleeping and/or homelessness may also have had Adverse Childhood Experiences which could also contribute to poor mental health in adulthood.

18+ ABS services will have a workforce that have specialist skills to support trauma informed practice including with clients who have mental health needs.

18+ABS service work to develop and maintain links with relevant partner agencies such as mental health services to try and improve the response for clients especially those in mental health crisis.

18+ ABS services will also arrange activities for clients such as yoga, colour therapy and gardening club, which will be beneficial to clients' mental health and wellbeing.

The service also has 8% of clients who have a physical disability linked to mobility – some clients will have or have had issues with alcohol or substance misuse which can contribute to mobility issues, as well as clients who have had periods of rough sleeping which can cause and exacerbate physical health conditions.

Mental Health Accommodation Based Support

Following the contract extension, the service will continue to be available to referrals who meet the eligibility criteria for the service which includes clients with multiple and complex needs, specifically including a diagnosed or recognised mental health condition.

98.4% of people using the Mental Health ABS identified that they considered that they were disabled due to their mental health.

Staff within Mental Health ABS specialist knowledge and previous experience of delivering support to adults with a

	<p>diagnosed mental health condition who also have complex and multiple needs and receive specialist training to support this client group such as detailed ligature training.</p> <p>The support offer within Mental Health ABS is longer than that of 18+ ABS to reflect that clients' mental health needs may contribute to a longer period of support being needed ahead of being ready to move on positively to independent accommodation.</p> <p>Young Persons Accommodation Based Support Following the contract extension, the service will continue to be available to referrals who meet the eligibility criteria for the service.</p> <p>15.7% of young people in 16+ ABS consider themselves disabled which is roughly the same Gloucestershire population in general (16.7%). Mental health accounts for the largest number of disabilities in this service area, which is the same across all ABS provision.</p> <p>Staff across Young Persons ABS will have specialist skills to support trauma informed practice – particularly around ACES (Adverse Childhood Experiences) which may contribute or exacerbate mental health needs and will consider ways to support young people's mental health and wellbeing such as the use of a therapy dog and group activities.</p>	
Sex	<p>Following the contract extension all CABS services will continue to support male and female clients who meet the service criteria.</p> <p>Community Based Support Gender should not be a barrier to accessing CBS.</p> <p>Place based CBS has overall been used by a larger percentage of women (58.6%) than men.</p> <p>CBS is used overall by a larger percentage of women (58.6%) than within the overall Gloucestershire population (50.9%).</p> <p><u>Refugee and Asylum Seeker Community Based Support</u> GARAS is used predominantly by male clients who account for 90.9% of clients</p> <p>This figure reflects the national trend on the total number of refugee and asylum applications made in the UK in 2021 of</p>	n/a

	<p>which 80% were men, 20% were women, 11% children and 7% unaccompanied children.</p> <p><u>Sensory Impairment Community Based Support</u> – Use of Q-care by male and female clients has varied over the last two reporting years but overall, the service is used equally by male and female clients which is broadly aligned with the overall Gloucestershire population.</p> <p>18+ Accommodation Based Support <u>18+ ABS</u> 18+ ABS is used significantly more by male clients which is expected based on the demographics for rough sleepers in the county and nationally who are largely male.</p> <p><u>Mental Health Accommodation Based Support</u> Mental Health ABS has been accessed overall by more male clients (55.6%) than females, at a higher rate than the overall Gloucestershire population (49.1%), but there was considerable variance year on year, and this will depend on who is approaching for support.</p> <p>Young Persons Accommodation Based Support 16+ ABS has been used by a slightly higher percentage of males (53.3%) compared to the overall Gloucestershire population (49.1%), but the percentage of male and female clients has varied year on year.</p>	
Race	<p>Community Based Support <u>Place based Community Based Support</u> Following the contract extension, CBS will continue to be available to clients from all ethnic backgrounds.</p> <p>White British clients are underrepresented in the service compared to the Gloucestershire population.</p> <p>Asian or British Asian clients are also underrepresented compared to the Gloucestershire population.</p> <p>CBS is succeeding in reaching out to communities across Gloucestershire to engage with clients of all ethnicities, but there is a disparity compared to the overall County population with overrepresentation from clients who are White Other, Other, Black, or Black British and clients from mixed/multiple ethnic groups.</p>	n/a

	<p>The Gloucestershire Equality profile¹ from 2021 gives some factors that may contribute to this based on the 2011 Census data:</p> <ul style="list-style-type: none"> • “Households headed by people from ‘other White,’ mixed/multiple, Asian/Asian British, Black African/Caribbean/Black British, and ‘other’ ethnic backgrounds were all more likely than households headed by people from White British backgrounds to have fewer bedrooms than was required” • “People from mixed/multiple and Black African/Caribbean/Black British backgrounds were more likely than other ethnic groups to live in social housing” • “Amongst people aged 25-34, people from White backgrounds were less likely to be unemployed than people from Black and Minority ethnic backgrounds” • “Amongst people aged 25-49, White Irish and Asian/Asian British people were more likely to be in higher managerial, administrative, and professional occupations than White British people, whilst people from Black African/Caribbean/Black British, ‘other’ White, mixed/multiple, and ‘other’ ethnic backgrounds were less likely than White British people to be in such occupations.” <p>All of these suggest that there may be a greater need for suitable housing, a history of housing need/insecurity, and lower incomes for people from Black and Minority ethnic backgrounds and mixed/multiple or other backgrounds, particularly in age ranges who are also more frequently using CBS.</p> <p><u>Refugee and Asylum Seeker Community Based Support</u> Following the contract extension, CBS will continue to be available to refugees and asylum seekers from all ethnic backgrounds.</p> <p>The service has been largely accessed by clients who are African or from other Asian ethnic groups, this is reflective of areas where we would expect refugees to have fled from to the UK in the last few years.</p> <p>The client groups using the service will vary depending on conflict zones or oppression within different countries at any given time</p> <p><u>Sensory Impairment Community Based Support</u></p>	
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¹ [equality-profile-2021.pdf \(gloucestershire.gov.uk\)](https://www.gloucestershire.gov.uk/equality-profile-2021.pdf)

Following the contract extension, CBS will continue to be available to clients from all ethnic backgrounds however there is work needed to understand if there is an unmet need within some communities.

Sensory Impairment CBS has been accessed by a higher percentage of White British clients than the overall population, with only 4.2% of clients who were Asian/Asian British and no one from any other ethnic backgrounds accessing the service. Though the service is largely accessed by clients who speak English as their first language, the service will be able to support clients where English isn't their first language through use of interpreters.

Overall, there is a higher percentage of people in the UK people who have a long-term limiting illness or disabilities and are aged 65 and are either Asian/Asian British and Black/Black British. While we do not have a breakdown of these disabilities, this, and the Gloucestershire population data, suggests that there may be an unmet need for people with hearing or sight impairments within both Asian/Asian British and Black/Black British communities.

Commissioners acknowledge that we need to explore the level of demand for CBS for people with sensory impairments from Asian/Asian British and Black/Black British communities. And if there is an unmet need then to consider how the service is made more accessible and promoted to reach a wider client group.

18+ Accommodation Based Support

18+ ABS

Following the contract extension, 18+ ABS will continue to be available to clients (who meet the service eligibility criteria) from all ethnic backgrounds.

Of the clients who provided data on their ethnicity most were White British followed by clients from multiple/mixed backgrounds, but the data was broadly aligned to the county population.

10% of clients did not provide data so there is some further work needed to encourage clients to answer this question and for providers to explain why this data is useful for the service and commissioners as this will give a clearer picture of whether any ethnicities are underrepresented, though clients do not have to provide this data.

Mental Health Accommodation Based Support

	<p>Following the contract extension, Mental Health ABS will continue to be available to clients (who meet the service eligibility criteria) from all ethnic backgrounds.</p> <p>Mental Health ABS clients are mostly White British though less than the County percentage of 91.6%.</p> <p>The service has been accessed by more clients from a White Other (5.2%) and Black/Black British background, but the service has been accessed by higher percentage of clients from a Black/Black British background (6.8%) compared to the Gloucestershire population (3.1% and 0.9% respectively).</p> <p>The Health Profile for England in 2018 recorded that for men the prevalence of common mental health disorder is similar across ethnic groups, but Black/Black British males have a higher prevalence of psychosis. Whereas Black/Black British women are more likely to have a common mental health disorder than other ethnic groups². Mental health does not feature in the later profiles due to covid being the focus.</p> <p>Rethink have reflected that issues like fear, stigma and lack of culturally sensitive treatment can sometimes act as a barrier to accessing mental health care, as such it is positive that our services are accessible</p> <p>Young Persons Accommodation Based Support</p> <p>Following the contract extension, 16+ ABS will continue to be available to clients (who meet the service eligibility criteria) from all ethnic backgrounds.</p> <p>16+ ABS clients are mostly White British (85.3%) but at a lower percentage than the Gloucestershire population (91.6%), but the service has been accessed by higher percentage of clients from a Black/Black British background (4.1%) compared to the Gloucestershire population (0.9%) and a high percentage of clients identifying that they have a mixed background (3%) compared to the overall Gloucestershire population (1.5%).</p> <p>Overall access to the service suggests that is accessible to people from a range of ethnicities and broadly level with the County population.</p>	
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² [Chapter 5: inequalities in health - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

<p>Gender reassignment</p>	<p>Following the contract extension all CABS services will continue to offer support to cisgender, trans or non-binary clients who meet the service criteria.</p> <p>For most services all/almost all clients have provided information on their gender identity aside from specialist community-based support.</p> <p>There is nothing inherent within the design of the CBS and ABS services that would prevent people accessing them based on their gender identity. But how welcome and accepted referrals feel when they meet with the service may affect whether they want to engage with support or feel comfortable sharing information with the support worker if their whole identity is not regarded or accepted. It also must be considered that a client's gender identity or the disclosure of it may have been a direct factor in the loss of their home, job, or support network (or persecution in the case of Refugee and Asylum Seeker CBS), and therefore is vital that workers engage with clients in a way that they are able to comfortably share any relevant information to fully understand housing related support needs. If a client is transitioning, they may have unique support needs such as support to change their name or pronoun with other agencies in relation to housing and income.</p> <p>This is even more important when if clients are engaging with ABS if they have had bad experiences with services before because of their gender identity, and the accessibility of a service could make the difference on whether they feel able to come into services from rough sleeping or homelessness. And a client may be transitioning or preparing to transition while in ABS which may be a period where they require additional support or engagement with ABS support might reduce while other appointments need to take precedence.</p> <p>Community Based Support <u>Place based Community Based Support</u> 0.2% of clients using CBS identified that their gender was different from the one they had been assigned at birth, which is lower than the general population estimate, but we do not know the true figure for Gloucestershire and as a result how representative use of CBS by people who are trans or non-binary.</p> <p>While the figure appears lower than we would expect the referral process into CBS is inclusive from the start as the online referral portal for CBS asks for a person's gender</p>	<p>n/a</p>
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based on how they identify themselves rather than just asking their gender as a binary choice and all clients gave their gender identity.

Refugee and Asylum Seeker Community Based Support

No data is available on gender reassignments for clients using the Refugee and Asylum Seekers CBS due to the previous reporting template, but this will be updated to record this information for 2022/23 onwards.

Sensory Impairment Community Based Support

For Sensory Impairment CBS all clients declined to answer the question and while clients do not have to answer this question is a reporting area that needs to be developed on how the question is asked as we have no idea how accessible the service is for trans and non-binary clients.

18+ Accommodation Based Support

18+ ABS

0.8% of 18+ ABS clients identified that their gender was different from the one they had been assigned at birth which is broadly in line with the estimate of 1% of the population.

Which suggests that 18+ ABS is accessible to people who are trans or non-binary. The START form which is the referral mechanism into all ABS accommodation allows people to specify their gender identity so is more inclusive.

Mental Health Accommodation Based Support

No clients using Mental Health ABS identified that their gender was different from the one they were assigned at birth, but 5.3% also declined to answer the question so it is hard to know if any of these clients identify as trans or non-binary.

Young Persons Accommodation Based Support

2.4% of young people using 16+ ABS identified that their gender was different from the one assigned to them at birth which is higher than the estimate of 1% of the overall population. This suggests that 16+ ABS is accessible to young people who are trans or non-binary. The START form which is the referral mechanism into all ABS accommodation allows people to specify their gender identity so is more inclusive.

The providers of Young People's ABS train staff to handle conversations around a young person's gender identity sensitively and as a result have created a culture where young people don't need to hide their gender identity

	<p>Anecdotally factors that could explain the higher percentage of young people in ABS who identify as trans, or non-binary may be a combination of young people may be more comfortable as identifying as trans or non-binary but also that their gender identify may have been a causal factor in their homelessness including exclusion from the family home.</p>	
<p>Marriage & civil partnership</p>	<p>Following the contract extension all CABS services will continue to offer support to clients who married, single, separated, widowed, or divorced and meet the service criteria.</p> <p>Contract monitoring data is only available on the number of clients who were married or in a civil partnership and the numbers are limited across all services compared to the county population (50.5%).</p> <p>The figures range for 0% in Mental Health and Young Persons ABS – 20.8% of clients using Sensory ABS.</p> <p>With CBS there are no barriers to married, single, separated, widowed, or divorced clients accessing the service, and housing related support will relate to the needs of the household which may include resettling into a new home, homelessness, managing changes in income, updating agencies, utilities, or benefits as a result of a marriage, separation or death of a spouse/partner.</p> <p>Some ABS projects can take couples though most projects are set up for single occupancy rooms both due to size constraints and as typically most clients will be single. Where projects can take a couple but only in limited room a couple may be offered two separate rooms as a short-term solution in the same project until a suitable room becomes available.</p>	<p>n/a</p>
<p>Pregnancy & maternity</p>	<p>Community Based Support</p> <p>Following the contract extension all community-based support services will continue to offer support to pregnant clients and new mothers who meet the service criteria.</p> <p>0.7% of clients were females who had been pregnant during 2019/20 while using place-based CBS, which is roughly equivalent to percentage of the county population who are likely to be pregnant (0.9%) based on the birth rate in the county. Pregnancy/maternity would not be a barrier to accessing the service, and clients may refer themselves for the first time, or have additional needs, because of</p>	<p>n/a</p>

	<p>pregnancy/maternity such as overcrowding, needing to apply for appropriate benefits, or to move/resettle into a new family home.</p> <p>There is no data on pregnancy or maternity for the specialist CBS services, but pregnancy should not be a barrier to accessing these services.</p> <p>18+ Accommodation Based Support</p> <p>Following the contract extension 18+ ABS will continue to accept referrals for pregnant clients, but decisions will be taken on an individual basis by commissioners and providers on whether they can access the service considering risks to the mother and unborn child, suitability of the accommodation available and the stage of pregnancy in relation to risks and move on options.</p> <p><u>18+ ABS</u></p> <p>0.4% of clients were females who had been pregnant during 2019/20 while in ABS, it is expected that this would be lower than the rates of pregnancy in the general population because 18+ ABS is not likely to be the most appropriate option for clients in the later stages of pregnancy, given the chaotic needs and behaviour of clients in the projects and clients would be unable to return to the projects after giving birth.</p> <p>ABS staff would work with the client and any other support agencies to ensure they had a move on pathway to appropriate accommodation prior to giving birth, given the complex needs of clients in ABS this may include a mother and baby placement, but equally clients may be ready for move on into independent accommodation.</p> <p>Occasionally due to complex needs new mothers in ABS may lose/temporarily lose custody of their children so may return to ABS after giving birth and staff would support them through this, and to engage with Children’s Social care where appropriate.</p> <p><u>Mental Health Accommodation Based Support</u></p> <p>No pregnant female clients accessed Mental Health ABS during 2019/20 but as with 18+ ABS it is possible for pregnant females to be in the service but would need to move on to more appropriate accommodation after giving birth.</p> <p>Young Persons Accommodation Based Support</p>	
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	<p>5.5% of young people using Young Persons ABS were pregnant females during 2019/20 this is because there are Young Persons ABS projects which are dedicated young parents' schemes and young mothers are likely to move into the projects during the latter stages of their pregnancy.</p> <p>Following the contract extension 16+ ABS will continue to accept referrals for pregnant clients, but decisions will be taken on a case-by-case basis by commissioners and providers on whether they are able to access 16+ ABS or wait for a Young Parent's vacancy to arise depending on the suitability of the accommodation available and the stage of pregnancy in relation to risks and move on options.</p> <p>Pregnant young women would be able to move into young persons' ABS during early stages of pregnant, but the provider would work with commissioners and the Young Parents provider to arrange a seamless transition to the Young Parents Scheme if needed either due to age or ongoing support needs, or otherwise would arrange for them to move on to independent accommodation prior to giving birth.</p>	
<p>Religion and/or belief</p>	<p>Following the contract extension all CABS services will continue to offer support to all clients who meet the service criteria from any religion or belief as well as clients who do not have one.</p> <p>Community Based Support <u>Place based Community Based Support</u></p> <p>CBS data is limited on the religion or belief of clients either through data not being captured or as clients did not want to provide this.</p> <p>Overall Christianity is the most identified religion though much lower than across the overall population of the county, and Islam is the second most common.</p> <p>Clients can decline to provide this data, but this may be a reporting area that may need to be developed during the contract extension regarding how clients are asked or what reasons are given for why the data is needed/how it will be used. Uses of improved data could include commissioners having a more complete picture of the use of the service and to be sure that there are no barriers to access and for services to be able to consider if there are specific housing related support needs that might affect any religion or beliefs groups disproportionately. But also, on a client level</p>	<p>n/a</p>

to consider whether there is any community support that clients can link in with once CBS support needs.

Refugee and Asylum Seeker Community Based Support

All clients using the service during 2019-21 gave data on their religion/belief and Islam was the most common religion or belief identified followed by Christianity. This is linked to the countries and communities that have been affected by conflict or persecution at the time the data was available and will vary over time.

Sensory Impairment Community Based Support

No clients using Sensory CBS wished to disclose their religion or belief.

Clients can decline to provide this data, but this may be a reporting area that may need to be developed during the contract extension regarding how clients are asked or what reasons are given for why the data is needed/how it will be used, whether this is/should be requested in person, and whether there is a training need for staff.

Uses of improved data could include commissioners having a more complete picture of the use of the service and to be sure that there are no barriers to access and for services to be able to consider if there are specific housing related support needs that might affect any religion or beliefs groups disproportionately. But also, on a client level to consider whether there is any community support that clients can link in with once CBS support ends.

Accommodation Based Support

All ABS data is limited on the religion or belief of clients as clients did not want to provide this.

Overall Christianity is the most identified religion though much lower than across the overall population of the county, and Islam is the second most common. And as with the County population a high percentage of clients have identified that they do not have a religion.

While clients can decline to provide this data this is a reporting area that needs to be developed regarding how clients are asked or what reasons are given for why the data is needed/how it will be used, so that we can consider if there are any accessibility issues for clients being willing to come in to ABS from different religions/beliefs such as clients feeling welcomed and supported by staff and other

	<p>clients, able to practice their beliefs, and the ability to get to their place of worship.</p> <p>It may also be that in Young Persons ABS that clients have not disclosed this information if they do not identify as any religion or belief yet.</p>	
<p>Sexual orientation</p>	<p>Following the contract extension all CABS services will continue to offer support to clients of all sexual orientations who meet the service criteria.</p> <p>There is a range in how many CABS clients provided data regarding their sexual orientation. But as with the overall population most clients, where sexual orientation is known, are straight, and for all ABS services the percentage of clients who have identified as LGB is within the estimated percentages for the county. The percentage for Refugee and Asylum Seeker CBS is a higher percentage but this is linked to the lower service numbers. Place-based CBS had a slightly lower percentage of clients who identified as LGB. Sensory Impairment CBS had very limited data to compare to estimates for the county as most clients declined to provide information.</p> <p>Aside from Refugee and Asylum Seeker CBS all services had a over 10% of clients who declined to identify their sexual orientation, from 14.4% in Place Based CBS to 70.9% using Sensory Impairment CBS.</p> <p>It does appear that for most services the percentage of LGB clients accessing the service is about what you would expect from estimates for the county suggesting that services are accessible. But there is further work needed under the new contract regarding the percentage of clients who did not want to disclose their sexual orientation particularly Sensory Impairment CBS.</p> <p>While clients do not have to provide this information this is be a reporting area that needs to be developed to both to ensure we have a complete picture of who is accessing the service and any barriers to access, but more importantly for services as a part of supporting clients.</p> <p>There is nothing inherent within the design of the CBS and ABS services that would prevent people accessing them based on their sexual orientation. But how welcome and accepted referrals feel when they meet with the service may affect whether they want to engage with support or feel comfortable sharing information with the support worker if their whole identify is not regarded or accepted. It also must</p>	<p>n/a</p>

	<p>be considered that a client’s sexual orientation or the disclosure of it may have been a direct factor in the loss of their home, job, or support network (or persecution in the case of Refugee and Asylum Seeker CBS), and therefore is vital that workers engage with clients in a way that they are able to comfortably share any relevant information to fully understand housing related support needs, and how it may interact with other support needs.</p> <p>This is even more important when LGB clients are engaging with ABS if they have had bad experiences with services before because of their sexual orientation, and the accessibility of a service could make the difference on whether they feel able to come into services from rough sleeping or homelessness.</p>	
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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

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 impact – Better understanding of the accessibility of services for all protected characteristic groups	New reporting templates will capture the same data sets on protected characteristics across services and Providers will be encouraged under the new contract monitoring arrangements to engage more with clients on gathering	1 st April 2024	CABS team


	protected characteristic data, particularly where we have gaps around gender reassignment, religion/belief, and sexual orientation.		
Positive Impact - Ongoing quarterly contract monitoring	In addition to quantitative data, we will encourage the use of a narrative format to enable providers to identify any themes or concerns in relation to equality impact related to service delivery	1 st April 2024	CABS Team
Positive Impact - Review of promotional material for sensory impairment CBS	Consider how best to continue to promote this service especially targeting people where there are specific protected characteristic gaps	1 st April 2024	LD Team

6. Monitoring and review

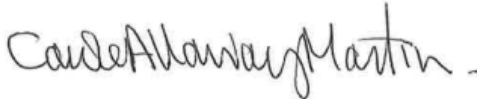
The following processes/actions will be put in place to keep this 'activity' under review:
To follow up with providers where there are large gaps in the data, acknowledging that some clients will not want to provide some information.

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	Siobhan Farmer, Director of Public Health
Date	07.09.22

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	31.8.22

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 clients affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	<p>Gloucestershire Context <i>Source: GCC Population Profile (2021):</i> https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</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"> • 22.4% were aged 0-19; • 56.0% were aged 20-64; • 21.6% were aged 65 and over. <p>Gloucestershire has a lower proportion of 0-19 year olds and 20-64 year olds and a higher proportion of people aged 65+ when compared to England. There is some variation at district level:</p>

- at 24.6%, Gloucester has the highest proportion of children and young people (aged 0-19) and exceeds the county and national figures.
- Gloucester has the highest proportion of people aged 20-64 (58.5%), exceeding the county and national figures.
- Cotswold, the Forest of Dean, Stroud and Tewkesbury all have a higher proportion of people aged 65+ when compared to the county and national figures.
- At 25.9% Cotswold has the largest proportion of people aged 65 and over.

Service User Context

Community Based Support

Place based Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3

Age	CBS 19/20 %	CBS 20/21 %	CBS total %
Under 18	0.5%	0.2%	0.4%
18-59	82.9%	66.7%	76.7%
60+	16.7%	9.5%	14.0%
Not known		23.6%	9%

The percentage of clients aged 18-59 using CBS support and is higher than that of the overall percentage of the population but this age group is more likely to need general housing related support.

Refugee and Asylum Seeker Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from GARAS

Refugee and Asylum Seekers CBS clients have all been aged 18-59. This is higher than that of the overall percentage of the population, but this age group is more likely to need general housing related support. And young people who are unaccompanied asylum seekers are likely to be supported by Children’s Social Care.

Sensory Impairment Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from Q-Care

Age	Sensory CBS 19/20	Sensory CBS 20/21	Sensory CBS total
18-59	25.0%	38.0%	33.3%
60+	75.0%	62.0%	77.7%

Clients aged 60+ make up a much larger percentage of the clients (77.7%) for the Sensory Impairment CBS service compared to the wider population (21.6% aged 65+) which is reflective of the fact that while hearing and visual impairments can affect all the population there will also be additional age-related impairments in this age group that require support.

18+ Accommodation Based Support

18+ ABS

Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham

Age	18+ ABS 19/20	18+ ABS 20/21	18+ ABS total
18-59	98.1%	98.7%	98.4%
60+	1.9%	1.3%	1.6%

Clients accessing 18+ ABS in 19/20 and 20/21 were mostly aged 18-59 (98.4%) due to service criteria which is for adults aged 18+ with commissioner discretion for referrals for 16-17 year olds. Older clients engaging with ABS will be people with an entrenched history of rough sleeping/homelessness and service use.

Mental Health Accommodation Based Support

Source: ABS KPI Data 2019/20 – 2020/21 from Rethink

Clients accessing Mental Health ABS during 19/20 and 20/21 were all aged 18-59 due to the service's criteria, which is for adults aged 18+ with commissioner discretion for referrals for 16–17-year-olds.

Young Persons Accommodation Based Support

Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham

Age	19/20 16+ ABS	20/21 16+ ABS	16+ ABS total
16-17	14.0%	11.0%	13.1%
18-24	86.0%	89.0%	86.9%

Clients using 16+ ABS during 19/20 and 20/21 were all aged 16 - 24, and the service's age criteria is for young people aged 16+.

16-17 year olds will access CBS less frequently as if they are in a housing crisis, they also have the alternative option to be supported by Children's Social Care under s17.

Disability
percentage/profile
of clients who have
a disability

Gloucestershire Context

Source: GCC Population Profile (2021):

<https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability

Vision and hearing impairments affect people from all sections of society and across all age groups. In 2020 approximately 1.4% of the 16+ population in Gloucestershire reported blindness or partial sight. During the same period 6.9% of the

population aged 16+ reported deafness or hearing loss. As people get older, they become increasingly likely to suffer from hearing and vision impairments; given the ageing population this means the number of people affected by these conditions is likely to increase in the future.

Service User Context

The figures below are based on service-user led reporting so may not, in all cases, meet the Equality Act definition of a disability.

Community Based Support

Place based Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3

Disability	CBS 19/20	CBS 20/21	CBS total
How many people considered themselves to be disabled?	49.3%	48.5%	49.0%
Learning disability	4.1%	7.4%	5.3%
Autistic spectrum condition	0.2%	2.8%	1.2%
Physical disability: mobility	9.1%	23.2%	14.5%
Sensory impairment: hearing	0.4%	1.8%	0.9%
Sensory impairment: eyesight	0.5%	1.1%	0.7%
Mental health	21.7%	43.3%	29.9%
Other	14.1%		

49% of people using CBS services identified themselves as being disabled, which is three times more than the overall population in Gloucestershire (16.7%), with mental health being the highest identified by clients, followed by physical disability due to mobility issues.

Refugee and Asylum Seeker Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from GARAS

No one using this service identified that they were suffering with a disability, but this service supports a small cohort of clients whose primary needs will be linked to their housing needs and immigration status.

Sensory Impairment Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from Q-Care

Disability	Sensory CBS 19/20	Sensory CBS 20/21	Sensory CBS total
How many people considered themselves to be disabled?	100.0%	100.0%	100.0%
Sensory impairment: hearing	62.5%	12.5%	29.2%
Sensory impairment: eyesight	37.5%	87.5%	70.8%

All clients identified that they had a disability which expected because of the service specification.

The overall prevalence of hearing and vision impairments has varied based on the needs of clients accessing the service.

18+ Accommodation Based Support

18+ ABS

Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham

Disability	18+ ABS 19/20	18+ ABS 20/21	18+ ABS total
How many people considered themselves to be disabled?	26.2%	39.0%	32.2%
Learning disability	3.1%	6.9%	4.9%
Autistic spectrum condition	0.4%	0.4%	0.4%
Physical disability: mobility	3.8%	13.0%	8.1%
Physical disability: using hands/fingers	0.4%	0.0%	0.2%
Sensory impairment: hearing	0.0%	0.4%	0.2%
Sensory impairment: eyesight	0.0%	2.2%	1.0%
Mental health	35.4%	47.6%	41.1%
Other	0.4%	4.3%	2.2%

32.2% of people using 18+ ABS services identified themselves as disabled, which is two times more than the overall population in Gloucestershire (16.7%), with mental health being the highest identified by clients, followed by physical disability due to mobility issues. Clients in 18+ services may have a greater prevalence of disabilities than within the overall population as the services will support adults who have been rough sleeping or homeless and have multiple complex needs which could include disabilities.

Mental Health Accommodation Based Support

Source: ABS KPI Data 2019/20 – 2020/21 from Rethink

Disability	MH ABS 19/20	HM ABS 20/21	MH ABS total
How many people considered themselves to be disabled?	97.8%	100.0%	98.4%
Learning disability	17.8%	0.0%	12.7%
Mental health	97.8%	100.0%	98.4%
Other	2.2%	0.0%	1.6%

98.4% of people using the Mental Health ABS identified that they considered that they were disabled due to their mental health, this is due to the service criteria which is for adults with a diagnosed or recognised mental health condition.

Young Persons Accommodation Based Support

Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham

	<table border="1"> <thead> <tr> <th>Disability</th> <th>19/20 16+ ABS</th> <th>20/21 16+ ABS</th> <th>16+ ABS total</th> </tr> </thead> <tbody> <tr> <td>How many people considered themselves to be disabled?</td> <td>14.2%</td> <td>18.7%</td> <td>15.7%</td> </tr> <tr> <td>Learning disability</td> <td>3.3%</td> <td>8.8%</td> <td>5.1%</td> </tr> <tr> <td>Autistic spectrum condition</td> <td>2.2%</td> <td>1.1%</td> <td>1.8%</td> </tr> <tr> <td>Physical disability: mobility</td> <td>0.0%</td> <td>2.2%</td> <td>0.7%</td> </tr> <tr> <td>Physical disability: using hands/fingers</td> <td>1.1%</td> <td>0.0%</td> <td>0.7%</td> </tr> <tr> <td>Sensory impairment: hearing</td> <td>1.1%</td> <td>1.1%</td> <td>1.1%</td> </tr> <tr> <td>Sensory impairment: eyesight</td> <td>0.5%</td> <td>0.0%</td> <td>0.4%</td> </tr> <tr> <td>Mental health</td> <td>21.9%</td> <td>31.9%</td> <td>25.2%</td> </tr> <tr> <td>Other</td> <td>0.5%</td> <td>0.0%</td> <td>0.4%</td> </tr> </tbody> </table> <p>The percentage of people who consider themselves disabled in 16+ ABS is roughly the same Gloucestershire population in general. Mental health accounts for the largest percentage of disabilities in this service area, but that is the same across all ABS provision.</p>	Disability	19/20 16+ ABS	20/21 16+ ABS	16+ ABS total	How many people considered themselves to be disabled?	14.2%	18.7%	15.7%	Learning disability	3.3%	8.8%	5.1%	Autistic spectrum condition	2.2%	1.1%	1.8%	Physical disability: mobility	0.0%	2.2%	0.7%	Physical disability: using hands/fingers	1.1%	0.0%	0.7%	Sensory impairment: hearing	1.1%	1.1%	1.1%	Sensory impairment: eyesight	0.5%	0.0%	0.4%	Mental health	21.9%	31.9%	25.2%	Other	0.5%	0.0%	0.4%
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<p>Sex percentage/profile of clients who are male and who are female</p>	<p>Gloucestershire Context Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%. This situation is also reflected at district, regional and national level.</p> <p>Analysis of the 2011 Census shows that in Gloucestershire:</p> <ul style="list-style-type: none"> • Women were more likely than men to head lone parent households with dependent children. In Gloucestershire, 89.9% of such households were headed by a woman, a figure which was in line with the national figure. <p>Service User Context</p> <p>Community Based Support <u>Place based Community Based Support</u> Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>CBS 19/20</th> <th>CBS 20/21</th> <th>CBS total</th> </tr> </thead> <tbody> <tr> <td>Male clients</td> <td>40.5%</td> <td>40.2%</td> <td>40.4%</td> </tr> <tr> <td>Female clients</td> <td>59.5%</td> <td>59.8%</td> <td>59.6%</td> </tr> </tbody> </table> <p>CBS is used overall by a larger percentage of women (58.6%) than within the overall Gloucestershire population (50.9%).</p> <p>Refugee and Asylum Seeker Community Based Support Source: CABS KPI Data 2019/20 – 2020/21 from GARAS</p>	Gender	CBS 19/20	CBS 20/21	CBS total	Male clients	40.5%	40.2%	40.4%	Female clients	59.5%	59.8%	59.6%																												
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Male clients	40.5%	40.2%	40.4%																																						
Female clients	59.5%	59.8%	59.6%																																						

GARAS is used predominantly by male clients who account for 90.9% of clients

Sensory Impairment Community Based Support –

Source: CABS KPI Data 2019/20 – 2020/21 from Q-Care

Gender	Sensory CBS 19/20	Sensory CBS 20/21	Sensory CBS total
Male clients	37.5	56.0	50.0
Female clients	62.5	44.0	50.0

Use of Q-care by male and female clients has varied over the last two reporting years but overall the service is used equally by male and female clients which is broadly aligned with the overall Gloucestershire population.

18+ Accommodation Based Support

18+ ABS

Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham

Gender	18+ ABS 19/20	18+ ABS 20/21	18+ ABS total
Male clients	71.2%	79.2%	74.9%
Female clients	28.8%	20.8%	25.1%

18+ ABS is used significantly more by male clients which also tends to be the case nationally, linked to the demographics for rough sleepers in the county and nationally who are frequently male.

Mental Health Accommodation Based Support

Source: ABS KPI Data 2019/20 – 2020/21 from Rethink

Gender	MH ABS 19/20	MH ABS 20/21	MH ABS total
Male clients	62.2%	38.9%	55.6%
Female clients	37.8%	61.1%	44.4%

Mental Health ABS has been accessed overall by more male clients (55.6%) than females, at a higher rate than the overall Gloucestershire population (49.1%), but there was considerable variance year on year, and this will depend on who is approaching for support.

Young Persons Accommodation Based Support

Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham

Gender	19/20 16+ ABS	20/21 16+ ABS	16+ ABS total
Male clients	55.6%	48.4%	53.4%
Female clients	44.4%	51.6%	46.6%

	<p>16+ ABS has been used by a slightly higher percentage of males (53.3%) compared to the overall Gloucestershire population (49.1%), but the percentage of male and female clients has varied year on year.</p>								
<p>Race percentage/profile of clients who are from black and minority ethnic backgrounds</p>	<p>Gloucestershire Context Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>The 2011 Census found that 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared with a national figure of 13.4%; of this group, 40.8% were born in another European country and 22.3% were born in the Middle East or Asia. More recent estimates suggest that in 2019/20 9.2% of Gloucestershire residents were born in another country.</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 an 'other' ethnic group. Some 36% of the people who were not White British were born in the UK.</p> <p>At district level:</p> <ul style="list-style-type: none"> Gloucester had the highest proportion of people from Black and Ethnic Minorities, at 10.9% of the total population. However, this is still considerably lower than the national figure. <p>At ward level:</p> <ul style="list-style-type: none"> Barton and Tredworth ward in Gloucester was the most ethnically diverse ward with 41.4% of its population from a Black and Minority Ethnic group and 10.3% from a white background other than White British. <p>Gloucestershire's 0–19-year-old population is more diverse than other age groups, which may have implications for service delivery.</p> <p>Service User Context</p> <p>Community Based Support Place based Community Based Support Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3</p> <table border="1" data-bbox="504 1906 1382 2011"> <thead> <tr> <th>Ethnicity</th> <th>CBS 19/20</th> <th>CBS 20/21</th> <th>CBS total</th> </tr> </thead> <tbody> <tr> <td>White</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Ethnicity	CBS 19/20	CBS 20/21	CBS total	White			
Ethnicity	CBS 19/20	CBS 20/21	CBS total						
White									

British (including Scottish and Welsh)	84.0%	73.1%	79.9%
Irish	0.8%	0.4%	0.6%
Gypsy and Traveller	0.4%	0.1%	0.3%
Other white background	3.5%	3.4%	3.4%
Black or Black British			
Caribbean	0.0%	1.8%	0.7%
Caribbean British	1.5%	0.2%	1.0%
African	1.1%	1.2%	1.2%
African British	0.1%	0.0%	0.1%
Other black background	0.5%	0.5%	0.5%
Asian or Asian British			
Indian	0.4%	0.3%	0.3%
Indian British	0.0%	0.1%	0.0%
Pakistani	0.3%	0.1%	0.2%
Pakistani British	0.0%	0.0%	0.0%
Bangladeshi	0.2%	0.1%	0.2%
Bangladeshi British	0.0%	0.0%	0.0%
Chinese	0.2%	0.1%	0.2%
Chinese British	0.0%	0.0%	0.0%
Other Asian background	0.4%	0.6%	0.5%
Mixed			
White and black Caribbean	1.9%	1.5%	1.8%
White and black African	0.4%	0.2%	0.3%
White and Asian	0.4%	0.2%	0.3%
Other mixed background	0.5%	0.5%	0.5%
Other			
Other	1.5%	8.6%	4.2%
Did not wish to disclose/Not known	1.9%	7.1%	3.9%

79.9% of CBS clients are White British which is over 10% lower than the Gloucestershire population (91.6%). Asian or British Asian clients (1.4%) are also underrepresented compared to the Gloucestershire population (2.1%). White Irish clients use CBS at the same level as the overall population, and all other ethnicities are slightly overrepresented compared to the overall Gloucestershire population. The largest difference is clients who identified as an 'other' ethnic background followed by clients who are Black/Black British or are from mixed/multiple ethnic groups.

Refugee and Asylum Seeker Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from GARAS

Ethnicity	Refugees CBS total
White	
Other white background	9.1%

Black or Black British	
African	27.3%
Asian or Asian British	
Other Asian background	63.6%

In the 2019-21 most clients accessing Refugee and Asylum Seeker CBS were African or from other Asian ethnic groups, this is reflective of areas where we would expect refugees to have fled from to the UK in the last few years. The use of Refugee and Asylum Seeker CBS will vary depending on conflict zones or areas of oppression/persecution within different countries at any given time.

Sensory Impairment Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from Q-Care

Ethnicity	Sensory CBS 19/20	Sensory CBS 20/21	Sensory CBS total
White			
British (including Scottish and Welsh)	100.0%	93.6%	95.8%
Asian or Asian British			
Pakistani	0.0%	6%	4.2%

Support through Q-Care has overwhelmingly accessed by White British clients at a high percentage than the overall population (91.6%).

18+ Accommodation Based Support

18+ ABS

Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham

Ethnicity	18+ ABS 19/20	18+ ABS 20/21	18+ ABS total
White			
British (including Scottish and Welsh)	81.5%	74.9%	78.4%
Irish	1.2%	3.0%	2.0%
Gypsy and Traveller	1.5%	0.4%	1.0%
Other white background	1.9%	2.6%	2.2%
Black or Black British			
Caribbean	0.4%	0.0%	0.2%
Caribbean British	0.8%	0.4%	0.6%
African British	0.0%	0.9%	0.4%
Other black background	0.0%	0.9%	0.4%
Asian or Asian British			
Indian British	0.0%	0.4%	0.2%
Other Asian background	0.4%	0.9%	0.6%
Mixed			
White and black Caribbean	2.7%	1.7%	2.2%
White and black African	0.0%	0.4%	0.2%

White and Asian	0.8%	0.0%	0.4%
Other mixed background	0.0%	0.9%	0.4%
Other			
Other	0.4%	0.4%	0.4%
Did not wish to disclose	8.5%	12.1%	10.2%

The percentage of clients who do not wish to disclose their ethnicity has skewed the data, but it does broadly follow the trends within the county. Most clients are White British clients but at a lower percentage than the population of Gloucestershire and the percentage of clients from non-White British backgrounds is overall higher than the County population with clients from a mixed background totalling 3.3% of the client group.

Mental Health Accommodation Based Support

Source: ABS KPI Data 2019/20 – 2020/21 from Rethink

Ethnicity	MH ABS 19/20	HM ABS 20/21	MH ABS total
White			
British (including Scottish and Welsh)	92.5%	77.8%	87.9%
Other white background	5.0%	5.6%	5.2%
Black or Black British			
Caribbean	0.0%	11.1%	3.4%
African	0.0%	5.6%	1.7%
Other black background	2.5%	0.0%	1.7%

Most clients using Mental Health ABS are White British (87.9%) but at a slightly lower percentage than the Gloucestershire population (91.6%). 6.8% of clients are Black/Black British compared to 0.9% of the Gloucestershire population.

Young Persons Accommodation Based Support

Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham

Ethnicity	19/20 16+ ABS	20/21 16+ ABS	16+ ABS total
White			
British (including Scottish and Welsh)	86.0%	83.5%	85.2%
Irish	1.0%	0.0%	0.7%
Gypsy and Traveller	0.0%	0.0%	0.0%
Other white background	2.4%	1.1%	2.0%
Black or Black British			
Caribbean	0.0%	2.2%	0.7%
Caribbean British	1.0%	1.1%	1.0%
African	1.4%	2.2%	1.7%
African British	1.0%	0.0%	0.7%

	<table border="1"> <tr> <td>Asian or Asian British</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Pakistani</td> <td>0.0%</td> <td>1.1%</td> <td>0.3%</td> </tr> <tr> <td>Chinese</td> <td>0.5%</td> <td>0.0%</td> <td>0.3%</td> </tr> <tr> <td>Chinese British</td> <td>0.0%</td> <td>0.0%</td> <td>0.0%</td> </tr> <tr> <td>Other Asian background</td> <td>1.0%</td> <td>0.0%</td> <td>0.7%</td> </tr> <tr> <td>Mixed</td> <td></td> <td></td> <td></td> </tr> <tr> <td>White and black Caribbean</td> <td>2.4%</td> <td>0.0%</td> <td>1.7%</td> </tr> <tr> <td>White and black African</td> <td>0.5%</td> <td>0.0%</td> <td>0.3%</td> </tr> <tr> <td>Other mixed background</td> <td>1.0%</td> <td>1.1%</td> <td>1.0%</td> </tr> <tr> <td>Other</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Other</td> <td>0.5%</td> <td>1.1%</td> <td>0.7%</td> </tr> <tr> <td>Did not wish to disclose</td> <td>1.4%</td> <td>6.6%</td> <td>3.0%</td> </tr> </table> <p>16+ ABS is largely accessed by White British clients (85.2%) but at a lower percentage than the Gloucestershire population (91.6%), but the service has been accessed by higher percentage of clients from a Black/Black British background (4.1%) compared to the Gloucestershire population at 0.9%, and a high percentage of clients identifying that they have a mixed background (3%) compared to the overall Gloucestershire population (1.5%)</p>	Asian or Asian British				Pakistani	0.0%	1.1%	0.3%	Chinese	0.5%	0.0%	0.3%	Chinese British	0.0%	0.0%	0.0%	Other Asian background	1.0%	0.0%	0.7%	Mixed				White and black Caribbean	2.4%	0.0%	1.7%	White and black African	0.5%	0.0%	0.3%	Other mixed background	1.0%	1.1%	1.0%	Other				Other	0.5%	1.1%	0.7%	Did not wish to disclose	1.4%	6.6%	3.0%
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<p>Gender reassignment percentage/profile of clients who have indicated they are transgender</p>	<p>Gloucestershire Context <i>Source: GCC Population Profile (2021):</i> https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>There are no official estimates of gender reassignment at either national or local level. Currently the best estimates on gender reassignment come from the Gender Identity Research and Education Society (GIRES). GIRES estimates that there are approximately 650,000, 1% of the population in the UK, who are experiencing some degree of gender diversity. By applying the same proportion to Gloucestershire's 16+ population, we can estimate that there may be approximately 5,220 adults in the county who are experiencing some degree of gender diversity.</p> <p>Service User Context</p> <p>Community Based Support Place based Community Based Support <i>Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3</i> Across 2019/20 and 2020/21 0.2% of clients using CBS identified that their gender was different from the one they had been assigned at birth which is lower than the estimate of 1% of the population.</p>																																																

	<p><u>Refugee and Asylum Seeker Community Based Support</u> <i>Source: CABS KPI Data 2019/20 – 2020/21 from GARAS</i> No is data available on gender reassignment for clients using the Refugee and Asylum Seekers CBS</p> <p><u>Sensory Impairment Community Based Support</u> <i>Source: CABS KPI Data 2019/20 – 2020/21 from Q-Care</i> All clients using Sensory Impairment CBS preferred not to answer the question about gender reassignment</p> <p>18+ Accommodation Based Support 18+ ABS <i>Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham</i> 0.8% of clients using 18+ ABS during 2019/20 and 2020/21 identified that their gender was different from the one they had been assigned at birth which is broadly in line with the estimate of 1% of the population.</p> <p><u>Mental Health Accommodation Based Support</u> <i>Source: ABS KPI Data 2019/20 – 2020/21 from Rethink</i> No clients using Mental Health ABS identified that their gender was different from the one they had been assigned at birth, but 5.3% also declined to answer the question.</p> <p><u>Young Persons Accommodation Based Support</u> <i>Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham</i> 2.4% of young people using 16+ ABS identified that their gender was different from the one assigned to them at birth which is higher than the estimate of 1% of the overall population.</p>
<p>Marriage & civil partnership percentage/profile of clients who are married or in a civil partnership</p>	<p>Gloucestershire Context <i>Source: GCC Population Profile (2021):</i> https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>Among residents of Gloucestershire:</p> <ul style="list-style-type: none"> ● 30.5% are single and have never married or registered a same-sex civil partnership ● 50.2% are married ● 0.3% are in a registered same-sex civil partnership ● 2.3% are separated but still legally married or still legally in a same sex civil partnership ● 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved ● 7.2% are widowed or a surviving partner from a same sex civil partnership.

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.

Service User Context

Contract monitoring data is only available on the number of clients who were married or in a civil partnership

Community Based Support

Place based Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3

During 2019/20 14.9% of CBS clients were married or in a civil partnership which is lower than the Gloucestershire population average at 50.5%

Refugee and Asylum Seeker Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from GARAS

During 2019/20 no clients using Refugee and Asylum Seeker CBS were married or in a civil partnership.

Sensory Impairment Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from Q-Care

During 2019/20 and 2020/21, a total of 20.8% using Sensory Impairment CBS were married or in a civil partnership which lower than the Gloucestershire population average at 50.5% but higher than all other areas of CABS.

18+ Accommodation Based Support

18+ ABS

Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham

Contract monitoring data is only available on the number of clients who were married or in a civil partnership during 2019/20, for 18+ ABS this was 3.5% which is lower than the Gloucestershire population average at 50.5% but most provisions are for single homeless clients which is in keeping with demographics expected from this client group.

Mental Health Accommodation Based Support

Source: ABS KPI Data 2019/20 – 2020/21 from Rethink

During 2019/20 no clients using Mental Health ABS were married or in a civil partnership.

Young Persons Accommodation Based Support

Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham

During 2019/20 no clients using 16+ ABS were married or in a civil partnership which is understandable give the age range using the service.

Pregnancy & maternity percentage/profile of clients who are female and who are pregnant or on a maternity leave

Gloucestershire Context

Source: GCC Population Profile (2021):

<https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

There were 6,124 live births in Gloucestershire in 2019. The highest proportion of deliveries were to women aged 30 to 34 continuing the trend of later motherhood. Births to mothers in all age bands between the ages of 25 and 44 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 lower proportion

Community Based Support

Place based Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3

0.7% of clients were females who had been pregnant during 2019/20 while using CBS, which is equivalent to percentage of the county population who are likely to be pregnant (0.9%) based on the birth rate in the county.

Refugee and Asylum Seeker Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from GARAS

No data available pregnancy or maternity for clients of the refugee and asylum seeker CBS.

18+ Accommodation Based Support

18+ ABS

Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham

0.4% of clients were females who had been pregnant during 2019/20 while in ABS, which is lower than the percentage of the county population who are likely to be pregnant (0.9%) based on the birth rate in the county.

Mental Health Accommodation Based Support

Source: ABS KPI Data 2019/20 – 2020/21 from Rethink

No pregnant female clients accessed Mental Health ABS during 2019/20

Young Persons Accommodation Based Support

Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham

5.5% of young people using Young Persons ABS were pregnant females during 2019/20 – this is higher than the percentage of the county population who are likely to be pregnant (0.9%) based on the birth rate in the county. This is because Young Persons ABS included dedicated young parents' schemes and young mothers are likely to move into the projects during the latter stages of their pregnancy.

Religion and/or belief percentage/profile of clients' religious beliefs

Gloucestershire Context

Source: GCC Population Profile (2021): <https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion, 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.

The 2011 Census broken gave the religions of Gloucestershire by percentage of the population:

Christian	63.5%
None	26.7%
Not stated	7.5%
Muslin	1%
Other	0.5%
Hindu	0.4%
Buddhist	0.3%
Jewish	0.1%
Sikh	0.1%

Service User Context

Community Based Support

Place based Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3

Religion and/or Belief	CBS 19/20	CBS 20/21	CBS total
Christian	27.1%	13.3%	21.8%
Muslim	1.6%	1.2%	1.4%
Hindu	0.1%	0.1%	0.1%
Sikh	0.3%	0.0%	0.2%
No religion	0.3%	0.1%	0.2%
Did not wish to disclose/Not known	51.0%	39.8%	46.7%

The CBS data is limited on the religion or belief of clients, but overall Christianity is the most identified religion though much lower than across the overall population of the county, and Islam is the second most common. Unlike the wider population only a small number of clients said they have no religion, but these may be captured within those where data has not been captured.

Refugee and Asylum Seeker Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from GARAS

Religion and/or Belief	Refugees CBS total
Christian	18.2%
Muslim	72.7%
No religion	9.1%

All clients using the Refugee and Asylum Seeker CBS provided data on their religion/belief. Islam is the most common religion or belief identified by clients, followed by Christianity in the 2019/20 – 2020/21 data. The religion or belief of clients will be in part determined on where clients have fled from to the UK and the nature of the conflicts/persecution.

Sensory Impairment Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from Q-Care

No clients using Sensory CBS wished to disclose their religion or belief.

18+ Accommodation Based Support

18+ ABS

Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham

Religion and/or Belief	18+ ABS 19/20	18+ ABS 20/21	18+ ABS total
Christian	18.1%	12.1%	15.3%
Muslim	0.4%	1.3%	0.8%
Hindu	0.0%	0.4%	0.2%
Atheist	0.4%	0.4%	0.4%
No religion	43.1%	33.3%	38.5%
Did not wish to disclose	38.1%	52.4%	44.8%

The 18+ ABS data is limited on the religion or belief of clients as clients did not want to provide this.

Overall Christianity is the most identified religion though much lower than across the overall population of the county, and Islam is the second most common. And as with the County population a high percentage of clients have identified that they do not have a religion.

Mental Health Accommodation Based Support

Source: ABS KPI Data 2019/20 – 2020/21 from Rethink

Religion and/or Belief	MH ABS 19/20	HM ABS 20/21	MH ABS total
Christian	20.0%	5.6%	15.5%
Muslim	0.0%	5.6%	1.7%
No religion	42.5%	44.4%	43.1%

Did not wish to disclose	37.5%	44.4%	39.7%
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The Mental Health ABS data is limited on the religion or belief of clients as high percentage did not want to provide this.

Overall Christianity is the most identified religion though much lower than across the overall population of the county, and Islam is the second most common. And as with the County population a high percentage of clients have identified that they do not have a religion.

Young Persons Accommodation Based Support

Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham

Religion and/or Belief	19/20% 16+ ABS	20/21 16+ ABS	16+ ABS total
Christian	11.6%	1.1%	8.4%
Muslim	2.4%	3.3%	2.7%
No religion	46.4%	36.3%	43.3%
Did not wish to disclose/Not Known	39.6%	59.3%	45.6%

The Young Persons ABS data is limited on the religion or belief of clients did not want to provide this information or it may be that they do not identify as any religion or belief yet.

Overall Christianity is the most identified religion though much lower than the population of the county, and Islam is the second most common. And as with the County population a high percentage of clients have identified that they do not have a religion.

Sexual orientation percentage/profile of clients who are lesbian, gay, bisexual, heterosexual

Gloucestershire Context

Source: GCC Population Profile (2021): <https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

There are no official estimates of sexual orientation at a county level, making it difficult to obtain a true reflection of this population.

National evidence suggests between 2.3% and 7.0% of people are lesbian, gay, or bisexual (LGB). Young people (aged 16-24) are more likely to identify as LGB than older age groups and a higher proportion of males than females identify as LGB

Service User Context

Community Based Support

Place based Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from CCP and P3

Sexual Orientation	CBS 19/20	CBS 20/21	CBS total
Lesbian	0.6%	0.7%	0.6%
Gay	0.4%	0.5%	0.4%
Bi-sexual	0.9%	0.4%	0.7%
Heterosexual	79.6%	80.9%	80.1%
Did not wish to disclose	18.5%	17.5%	14.4%

CBS data has 1.7% of clients identifying as LGB is slightly lower than estimates for the overall population.

Refugee and Asylum Seeker Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from GARAS

Sexual Orientation	Refugees CBS total
Bi-sexual	9.1%
Heterosexual	90.9%

GARAS data has a higher percentage of clients who identified as bisexual compared to the overall population, but the data may be skewed by a comparatively small data set.

Sensory Impairment Community Based Support

Source: CABS KPI Data 2019/20 – 2020/21 from Q-Care

Sexual Orientation	Sensory CBS 19/20	Sensory CBS 20/21	Sensory CBS total
Heterosexual	75.0%	6.3%	29.1%
Did not wish to disclose	25.0%	93.7%	70.9%

Sensory CBS data is skewed due to the high numbers of clients who did not wish to disclose their sexual orientation.

18+ Accommodation Based Support

18+ ABS

Source: ABS KPI Data 2019/20 – 2020/21 from Elim, Homegroup, P3, Riverside and YMCA Cheltenham

Sexual Orientation	18+ ABS 19/20	18+ ABS 20/21	18+ ABS total
Lesbian	0.0%	0.9%	0.4%
Gay	1.2%	0.0%	0.6%
Bi-sexual	2.3%	2.6%	2.4%
Heterosexual	75.0%	84.4%	79.4%
Did not wish to disclose	21.5%	12.1%	17.1%

ABS data has 3.4% of clients identifying as LGB which is in keeping with the estimates for the overall population.

Mental Health Accommodation Based Support

Source: ABS KPI Data 2019/20 – 2020/21 from Rethink

Sexual Orientation	MH ABS 19/20	HM ABS 20/21	MH ABS total
Lesbian	1.0%	1.1%	1.0%
Gay	1.0%	0.0%	0.7%
Bi-sexual	0.5%	2.2%	1.0%
Heterosexual	65.2%	90.1%	72.8%
Did not wish to disclose	32.4%	6.6%	24.5%

Mental Health ABS data has 2.7% of clients identifying as LGB which is in keeping with the estimates for the overall population.

Young Persons Accommodation Based Support

Source: Accommodation Based Support KPI Data 2019/20 – 2020/21 from CCP, Elim, Homegroup, Riverside, Rooftop and YMCA Cheltenham

Sexual Orientation	19/20 16%+ ABS	20/21 16+ ABS	16+ ABS total
Lesbian	1.1%	1.1%	1.1%
Gay	1.1%	0.0%	0.7%
Bi-sexual	0.5%	2.2%	1.1%
Heterosexual	73.8%	90.1%	79.2%
Did not wish to disclose	23.5%	6.6%	17.9%

Young Persons ABS data has 2.9% of clients identifying as LGB which is in keeping with the estimates for the overall population but at the lower end considering young people may be more likely to identify themselves as LGB compared to older age groups.

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 no GCC staff affected
Disability	n/a no GCC staff affected
Sex	n/a no GCC staff affected
Race	n/a no GCC staff affected

Gender reassignment	n/a no GCC staff affected
Marriage & civil partnership	n/a no GCC staff affected
Pregnancy & maternity	n/a no GCC staff affected
Religion and/or belief	n/a no GCC staff affected
Sexual orientation	n/a no GCC staff affected
