

## 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	Economy, Environment & Infrastructure
Service area	Home to school and social care transport transformation programme
Title of the activity being assessed i.e. the strategy, plan, policy or service	Home to school and adult social care transport. This is commissioned by teams in the Children & Families and Adults directorates and delivered mainly through the Integrated Transport Unit team in Economy Environment & Infrastructure.
Brief outline of the proposal(s)	<p>The primary focus and scope of this decision is to engage a consultant to review the delivery of home to school transport for young people (mainstream and those with SEND) and a smaller, secondary, workstream to review the delivery of adult social care transport. Growth in demand for home to school transport, especially SEND transport, an ageing population and increased costs of delivery present a major challenge to the council.</p> <p>The purpose is to enable the council to continue to be able to fulfil its legal obligations to provide transport services for some of its most vulnerable residents in a cost-effective manner whilst meeting best practice standards.</p> <p>Appointing a consultant will not alter statutory or local policies such as eligibility for transport. This decision is about potential changes to the way the services are provided both within the council and for users. For example, by moving administrative and decision making functions from one part of the council to another, by improving the quality of training given to transport staff escorting vulnerable children and adults and by redesigning transport provision to make better use of fewer vehicles, reduce mileage and cut greenhouse gas emissions.</p>

	<p>This means no-one who currently has transport will have it taken away. Nevertheless, changes which involve vulnerable groups of children and adults with disabilities must be managed sensitively and involve users, parents and carers from the outset. Engagement and good communications can harness user insight to shape and improve transport provision, help to manage expectations and mitigate potential risks including equalities impacts.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/>      Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text"/></p>
Decision to be taken and decision maker	<p>The award of a 3 year contract under the ESPO Framework Agreement to the preferred tenderer EDGE Public Solutions Ltd; a competitive procurement for specialist route planning software; comprehensive market engagement with transport providers; updating internal processes.</p> <p>To support this work it will be necessary to review the workflow between the SEND transport team and the ITU and make changes to the structure of these teams. This is subject to a separate delegated officer decision.</p>
Person(s) responsible for completing this assessment	Philip Williams – Assistant Director, Traffic & Transport
Date of this assessment	10 <sup>th</sup> November 2022

## 2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement

Service users	<p>As of September 2022 there were 4844 mainstream pupils receiving home to school transport. Gloucestershire has also seen a sharp rise in the number of young people with complex medical needs and/or behavioural issues requiring Education, Health and Care Plans (EHCPs), up 102 in the past 12 months to 1603 pupils. Some 350 young people receive Personal Transport Allowances enabling their parents to arrange their own transport.</p> <p>Engagement with young people starts with the coordinated school admissions process and mainstream applications for support with transport. For SEND children, the process starts when an EHCP is assessed and continues through the procurement and delivery of transport services for those who are eligible.</p> <p>Prior to Covid adult social care transport was provided to 146 clients on 22 contracted transport routes, supported by some internal adapted vehicles based at 8 day centres.</p> <p>The consultants will review the ways that the council teams design transport routes, ensuring that these remain fit for purpose as pupils' needs change, and when they move school or change address.</p> <p>Changes in the approach to transport provision will only be introduced after direct engagement with key stakeholders, including parents, carers, schools and support groups. This will enable the need for change and the change process to be clearly explained in advance. For example, this may involve gathering better information through the application process, working more closely with parents/carers and school SEN coordinators to develop changes to transport provision, follow up communications to outline how we have listened and amended plans, and monitoring of service provision to ensure that it is meeting our requirements.</p>
Workforce	<p>The workforce will be engaged and consulted during the course of the programme and in the course of any restructure. The consultants will be required to mentor staff to develop a legacy of internal expertise once the contract ends.</p>
Partners	<p>The consultants will be required to work in partnership with schools, parents/carers, transport operators and other GCC teams. As described earlier good communications will be essential throughout. More details on this will be required by the Project</p>

	Board and implementation will be monitored and reviewed regularly during the course of the programme to ensure that any potentially negative impacts on protected characteristic groups are identified early and action is swiftly taken to mitigate these.
Other	Benchmarking has taken place with other local authorities. Further information is included within the Cabinet report on how Gloucestershire's performance compares with other local authorities.

### 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>Children (mainstream and SEND): By engaging with operators and stimulating the transport market the council aims to reduce the risk of transport not being available and aims to increase the quality and choice of operators tendering for its services. As stated earlier, this programme is not about removing transport from those entitled to it but is about providing it differently (better quality, value and more efficiently). The biggest risk is that market failure or over dominance of a single commercial provider means that the council is unable to source transport and the council finds itself unable to fulfil its statutory duty to arrange transport.</p> <p>Adults: With an ageing population this project aims to provide more transport options for the growing number of older residents who are assessed as requiring adult social care transport.</p>	None

	<p>There is potential to make more efficient use of vehicles, for instance by using one vehicle to take pupils to school, then take adults to a day centre, and then take pupils back home. This need not result in any change to the experience of the pupils or adults but can be significantly better value to the taxpayer.</p>	
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<p>Disability</p>	<p>Nationally 22% of the population have a disability. A large focus of this programme will be on transport for school age pupils and adults with disabilities.</p> <p>Children (SEND): by engaging with operators and stimulating the transport market the council aims to reduce the risk of transport not being available and aims to increase the quality and choice of operators tendering for its services. This is especially important for children with the most complex needs who require a passenger assistant, specialist care and wheelchair accessible vehicles. Careful consideration of the EHCPs is at the core of work to ensure that the transport is fit for purpose for the pupil.</p> <p>Some children with SEND find changes to transport staff unsettling. Where contractors change due to the re-tender or re-routing process, appropriate training of staff will be undertaken and introductions to the new transport team arranged before the change is implemented. Follow-up monitoring of the service after changes will provide for subsequent adjustment should problems be encountered.</p> <p>Adults: With more people with long term conditions this project aims to provide more transport options for the growing number of older residents who are assessed as requiring adult social care specialist transport including wheelchair accessible vehicles.</p>	<p>None</p>
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Sex, Marriage & civil partnership, Pregnancy & maternity, Religion and/or belief, Sexual orientation	We do not currently hold any data which demonstrates any differential impact for these protected groups.	No impact
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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	As part of the project plan the consultant will be required to set out a clear plan for engagement with users and key stakeholders. This will be monitored by the Project Board.	Quarterly w.e.f. January 2023	Project Board
Positive	As part of this process they will review this EIA and propose actions to mitigate any adverse impacts identified during the course of delivering the project and report regularly to the Project Board.	Quarterly w.e.f. January 2023	Project Board
Neutral	Any options to change services will assess the potential impact on protected characteristic groups.	Quarterly w.e.f. January 2023	Project Board


## 6. Monitoring and review

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


This assessment will be monitored quarterly and refreshed annually to see if any additional measures are required.

## 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	Colin Chick – Executive Director of Economy, Environment and Infrastructure
Date	14.11.2022

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	Councillor Philip Robinson, Cabinet Member for Education, Skills and Bus Transport
Date	11.11.22

## 8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.



## Appendix 1 – Service User Data

### Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age percentage/profile of service user ages</p>	<p><i>(Children, young people, older or retired people)</i></p> <p><i>Projected Population Change</i></p> <p><i>Assuming current population trends continue, ONS projections suggest that the population in Gloucestershire will increase by 44,300 between 2016-2026, increasing from 623,100-667,400. This increase of 7.1% of the 2016 population is equivalent to an average annual increase of 0.7% per annum.</i></p> <p><i>Between 2026-2041, the population is projected to increase by 7.2% to 715,300 at the end of the emerging LTP plan horizon, in 2041.</i></p> <p><i>Over the full 25 year period of the ONS projections, the Gloucestershire population is projected to increase by 14.8%, with an annual average growth rate of 0.6%. These projections are slightly higher than those for England.</i></p> <p><i>Within the county, Tewkesbury and Gloucester are projected to have the largest percentage increases in population over the next 25 years (21.0% and 17.5% respectively) whilst Cheltenham is projected to have the smallest increase (9.2%).</i></p> <p><i>Tables of population changes by district and age are set out in the pages to follow.</i></p> <p><i>Table 1: Projected population changes in Gloucestershire by district 2016-2041</i></p>

<b>Table 1: Projected population changes in Gloucestershire by district 2016 to 2041 Number of people</b>			<b>Projected population growth (%)</b>		
	<b>2016</b>	<b>2026</b>	<b>2041</b>	<b>2016-2026</b>	<b>2026-2041</b>
<b>Gloucestershire</b>	<b>623,100</b>	<b>667,400</b>	<b>715,300</b>	<b>7.1</b>	<b>7.2</b>
Cheltenham	117,200	121,600	128,000	3.8	5.3
Cotswold	86,100	91,500	96,500	6.3	5.5
Forest of Dean	85,400	90,900	96,900	6.4	6.6
Gloucester	128,400	139,100	150,900	8.3	8.5
Stroud	117,500	126,200	136,000	7.4	7.8
Tewkesbury	88,500	98,200	107,100	11.0	9.1
<b>England</b>	<b>55,268,100</b>	<b>58,505,600</b>	<b>61,952,100</b>	<b>5.9</b>	<b>5.9</b>

***Projected Changes in Age Structure***

*Tables 2 and 3 show the projected changes in the age structure of the Gloucestershire population. The dominating feature of the projections is the sharp increase in population in the age group 65 or over, which is projected to increase from 129,700 in 2016 to 206,700 in 2041. This increase is sharper than the national trend for England*

and means that by 2041 the proportion of people in Gloucestershire who are aged 65 or over will have risen from 20.8% of the population to 28.9%.

The population of children and young people (those aged 0-19) is projected to rise by only 8.1% over the twenty-five year period. By comparison, the working age population (those aged 20-64) is projected to rise by only 1.0% over the same period. This increase is lower than the national trend for this group and means that by 2041 the working population in Gloucestershire will have fallen from 56.7% of the population to 49.9% of the population.

Table 2: Projected population change by age group, 2016 to 2041

Age	Number of people in Gloucestershire			% increase 2016-2026		% increase 2026-2041	
	2016	2026	2041	GLOS.	ENGLAND	GLOS.	ENGLAND
<b>All Ages</b>	623,100	667,400	715,300	7.1	5.9	7.2	5.9
<b>0-19</b>	140,600	150,900	152,000	7.3	6.0	0.7	-1.6
<b>20-64</b>	353,000	356,200	356,700	0.9	1.7	0.1	1.4
<b>65+</b>	129,700	160,200	206,700	23.5	19.4	29.0	27.1

Table 3: Age Structure of Gloucestershire population, 2016 to 2041 (%)

Age	2016		2026		2041	
	GLOS.	ENGLAND	GLOS.	ENGLAND	GLOS.	ENGLAND

<b>0-19</b>	22.6	23.7	22.6	23.7	21.2	22.1
<b>20-64</b>	56.7	58.4	53.4	56.1	49.9	53.7
<b>65+</b>	20.8	17.9	24.0	20.2	28.9	24.2

Table 4 shows in greater detail the predicted growth in the older people population from 2016-2041. From 2016-2026, growth is predicted to be sharpest in the age group 75-84 (an increase of 46.3%), whilst from 2026 to 2041, growth is predicted to be sharpest in the age group 85 or over (an increase of 77.5%). These changes mean that by 2041, the proportion of people in the county who are aged 65 or over will have risen from 20.8% to 28.9% and the proportion of people aged 85 or over will have risen from 2.9% to 5.5%.

Table 4: Projected older people population change, 2016 to 2041

Age	Number of people in Gloucestershire			% increase 2016 to 2026		% increase 2026 to 2041	
	2016	2026	2041	GLOS.	ENGLAND	GLOS.	ENGLAND
<b>65-74</b>	71,100	78,300	89,900	10.1	7.7	14.8	15.6
<b>75-84</b>	40,800	59,700	77,400	46.3	37.4	29.6	27.3
<b>85+</b>	17,800	22,200	39,400	24.7	24.1	77.5	67.5

- In all three age groups, the projected percentage increases in overall population are greatest in Tewkesbury and Gloucester.
- Amongst the 0-19 age group, the projected percentage increase is greatest for Tewkesbury (15.2%) and smallest for Cheltenham (2.6%).

- In the districts Cotswold, Forest of Dean and Cheltenham, the working age group (those aged 20-64) is predicted to shrink by 5.3%, 3.2% and 2.7% respectively. By comparison, this age group is predicted to grow in Stroud, Tewkesbury and Gloucester by 2.6%, 5.7% and 6.6% respectively.
- Considerable growth in the older people age group (those aged 65+) is predicted in all districts. The increase is sharpest in Gloucester (69.7%) and lowest in Cheltenham (53.4%).

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 the average for England. There is also considerable variation at district level. At 24.8% Gloucester has the highest proportion of children and young people and exceeds the county and national figures. Gloucester and Cheltenham have the highest proportion of people aged 20-64 (58.2% and 58.5% respectively) 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 25.6% Cotswold has the largest proportion of people aged 65 and over.

<p><b>Disability percentage/profile of service users who have a disability</b></p>	<p>According to the 2011 Census 16.7% of Gloucestershire residents reported having a long term limiting health problem; this was below the national figure of 17.6%. The Forest of Dean had the highest proportion of residents reporting a long term limiting health problem at 19.6% of Gloucestershires total population, and was the only district that exceeded the figure for England of 17.9%. Cheltenham had the lowest proportion of residents reporting a long term limiting health problem (15.1%). As age increases the proportion of respondents reporting a limiting long term health problem increases also. In Gloucestershire 18.3% of people aged 50-64 reported a limiting long term health problem and this increased to 49.0% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.</p> <p><b>Gloucestershire Disability Population (by day-to-day activities)</b></p> <table border="1"> <thead> <tr> <th data-bbox="475 472 1023 555">Day-to-day activities</th> <th data-bbox="1023 472 1198 555">Number</th> <th data-bbox="1198 472 1461 555">% of population</th> </tr> </thead> </table>	Day-to-day activities	Number	% of population
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	<table border="1"> <tr> <td data-bbox="475 651 1023 712">day-to-day activities are not limited</td> <td data-bbox="1023 651 1198 712">497,238</td> <td data-bbox="1198 651 1461 712">83.3</td> </tr> <tr> <td data-bbox="475 712 1023 772">day-to-day activities are limited</td> <td data-bbox="1023 712 1198 772">99,746</td> <td data-bbox="1198 712 1461 772">16.7</td> </tr> <tr> <td data-bbox="475 772 1023 833">(day-to-day activities are limited a little)</td> <td data-bbox="1023 772 1198 833">(56,454)</td> <td data-bbox="1198 772 1461 833">(9.5)</td> </tr> <tr> <td data-bbox="475 833 1023 893">(day-to-day activities are limited a lot)</td> <td data-bbox="1023 833 1198 893">(43,292)</td> <td data-bbox="1198 833 1461 893">(7.3)</td> </tr> </table>	day-to-day activities are not limited	497,238	83.3	day-to-day activities are limited	99,746	16.7	(day-to-day activities are limited a little)	(56,454)	(9.5)	(day-to-day activities are limited a lot)	(43,292)	(7.3)
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<p><b>Sex percentage/profile of service users who are male and who are female</b></p>	<p>The overall gender split 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. This difference is related to the fact that women on average live longer than men; in Gloucestershire life expectancy at birth for females is 83.7 years and for males is 80.2 years (2015-17) Thus, as age increases females outnumber males by an increasing margin. In Gloucestershire 52.9% of people aged 65-84 are female; the proportion increases to 64.0% amongst people aged 85 and over. These gender differences in the older age groups are also observed at district, regional and national level and have resulted in 71% of single pensioner households being headed by a woman, according to the Census of 2011.</p> <p><b>Gloucestershire Gender Population</b></p> <table border="1"> <thead> <tr> <th data-bbox="475 1458 756 1518">Gender</th> <th data-bbox="756 1458 1038 1518">Number</th> <th data-bbox="1038 1458 1319 1518">% of population</th> </tr> </thead> <tbody> <tr> <td data-bbox="475 1518 756 1579">Female</td> <td data-bbox="756 1518 1038 1579">322,721</td> <td data-bbox="1038 1518 1319 1579">50.9</td> </tr> <tr> <td data-bbox="475 1579 756 1639">Male</td> <td data-bbox="756 1579 1038 1639">310,837</td> <td data-bbox="1038 1579 1319 1639">49.1</td> </tr> </tbody> </table>	Gender	Number	% of population	Female	322,721	50.9	Male	310,837	49.1
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Female	322,721	50.9								
Male	310,837	49.1								

<p><b>Race percentage/profile of service users who are from</b></p>	<p>According to the 2011 Census 95.4% of Gloucestershire's population is White and 4.57% is from a Black or Ethnic Minorities group; this latter figure is considerably lower than the 14.6% reported for England as a whole. English/Welsh/Scottish/Northern</p>
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*black and minority ethnic backgrounds*

Irish/British make up the majority of Gloucestershire's white population. Although this is a national trend, this group accounts for a higher proportion of the total white population than elsewhere. There is a lower proportion of people who are from an 'other white' background when compared to the national figure (3.1% in Gloucestershire compared with 4.6% in England.) Asian/Asian British account for the largest proportion of Black or Ethnic Minorities in Gloucestershire, following the national trend. However, this group accounts for a lower proportion of the total than it does nationally (2.08% in Gloucestershire compared with 7.8% in England).

**Gloucestershire Population by Ethnic Origin**

<b>Ethnic Origin</b>	<b>Number</b>	<b>% of population</b>
White: English/Welsh/Scottish/Northern Irish/British	546,599	91.6
White: Irish	3,759	0.6
White: Gypsy or Irish traveller	731	0.1
White: White other	18,558	3.1
Mixed/Multiple Ethnic Group	8,661	1.45
Asian/Asian British	12,433	2.08
Black/African/Caribbean/Black British	5,150	0.86
Other Ethnic Group	1,093	0.18

At district level:

- Gloucester has the highest proportion of people from a Black or Ethnic Minority (10.9% of the total population compared with 4.57% for the county). This is still considerably lower than the national figure of 14.6%.
- Cheltenham also had a higher proportion of people from Black and Ethnic Minorities (5.7%) than the county-wide figure.
- Forest of Dean has the lowest proportion of people from a Black or Ethnic Minority, at 1.5% of the total population.

□ The proportion of people that are classified as 'other White' is higher in Cheltenham than Gloucestershire and England as a whole (5.0% compared with 3.1% for Gloucestershire and 4.6% for England.)  
The proportion of people that are classified as Caribbean and White and Black Caribbean is higher in Gloucester than the county and England.

*Gender reassignment percentage/profile of service users who have indicated they are transgender*

There is no definitive data or official estimates on the number of people with gender reassignment or transgender people. However, a recent Home Office funded study, the Gender Identity Research and Education Society (GIREs) proves useful. Applied to Gloucestershire's 16+ population, we can estimate that there are between 3, 000–5,000 plus adults in the county experiencing some degree of gender variance.<sup>1</sup>

<sup>1</sup> Gloucestershire County Council Equality Profile 2019 Final.pdf

<p><b>Marriage &amp; civil partnership</b> <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>Gloucestershire has a lower proportion of people who are single or separated when compared to the national figure, whilst the proportion of people who are married, divorced or widowed exceeds the national figure. There is considerable variation at district level:</p> <p>At 38.8% Cheltenham has the highest proportion of single people and exceeds the county and national figure. In contrast 25.7% of people in Cotswold are single, which is below the county and national level. Cotswold has the highest proportion of residents who are married at 54.9%, which is higher than the county and national average. The lowest proportion was recorded in Cheltenham. The proportion of same-sex civil partnerships is fairly consistent across all districts. Gloucester has the highest proportion of people who are separated and divorced. Cotswold has the highest proportion of people who are widowed or a surviving partner of a same-sex civil partnership while Gloucester and Cheltenham have the lowest. This reflects the age structure of these districts.</p>
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<p><b>Pregnancy &amp; maternity</b> <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>There were 6,449 live births in Gloucestershire in 2018. The highest proportion of deliveries was to women aged 30 to 34 continuing the trend of later motherhood. Births to mothers under the age of 25 make up a lower proportion of total births compared with the national figure (15.2% in Gloucestershire compared with 16.5% in England).</p> <p>At district level:</p> <ul style="list-style-type: none"> <li>• Gloucester and the Forest of Dean have the highest proportion of births amongst mothers aged 20 or under and exceed the county and national figure.</li> <li>• Cheltenham, Cotswold and Stroud have a higher proportion of births to mothers aged 35+ and exceed the county and national figure.</li> </ul>
<p><b>Religion and/or belief</b> <i>percentage/profile of service users religious beliefs</i></p>	<p>According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most practised religion. This was 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. At a district level, Cotswold had the highest proportion of people who follow Christianity, Cheltenham the highest proportion of Buddhists, Hindu and people with no religion. Gloucester had 3.2% of the total population of Muslims, highest proportionally.</p>
<p><b>Sexual orientation</b> <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>There are no definitive data on sexual orientation at a local or national level. A number of studies have attempted to provide estimates for the proportion of people who may identify as lesbian, gay or bisexual, generating a range of different results. However, a recent estimate from the ONS Annual Population Survey (2017) suggests that lesbian, gay and bisexuals represent 2.0% of people aged 16 and over in England. If this figure is applied to Gloucestershire there are around 10,400 people in the county who identify as lesbian, gay or bisexual.</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	In line with <a href="#">2021 Workforce Equality &amp; Diversity and Inclusion Report</a>
Disability	As above
Sex	As above
Race	As above
Gender reassignment	As above
Marriage & civil partnership	As above
Pregnancy & maternity	As above
Religion and/or belief	As above
Sexual orientation	As above

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