

## 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	Road Safety
Title of the activity being assessed i.e. the strategy, plan, policy or service	Road Safety Policy
Brief outline of the proposal(s)	A new road safety policy is being developed to improve road safety for all road users in Gloucestershire. Development of the policy included a public consultation that ended in September 2022.
Who is affected by the proposals?	Service users <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	Approval of Road Safety Policy – Cabinet decision
Person(s) responsible for completing this assessment	Philip Williams – Assistant Director, Traffic & Transport
Date of this assessment	2 <sup>nd</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>Collision data collected by Police and held on a shared database. This detailed breakdown includes gender and age information for casualties, the severity of injuries, their mode of travel, location information and causation factors (which may change if new information comes to light)</p> <p>We held a stakeholder workshop in December 2021 to launch new policy development, to which representatives of different stakeholder groups, including some protected characteristics were invited.</p> <p>Following the Cabinet Member decision in July 2022 an extensive public consultation took place on the draft policy, lasting 8 weeks from 18<sup>th</sup> July until 11<sup>th</sup> September 2022. 520 organisations and members of the public responded to the 34 questions formulated around identifying areas of support and concern about the Safe System approach; Vision Zero; 20 mph Policy; ambitions for 50% fatal and serious (KSI) casualty reduction by 2032; and asked to what extent they agreed with each of the nine strategic themes. This resulted in 519 contributors providing 531 contributions. An equalities questionnaire formed part of the public consultation.</p>
Workforce	The workforce will be affected as service users.
Partners	Working with Office of the Police & Crime Commissioner, Police, Fire, Ambulance, the public and other key stakeholders in the development and delivery of the policy to ensure there is alignment between our approaches.
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>In terms of the policy:</p> <p>Children are considered to be vulnerable road users. Research has shown that children of primary school age are less able to differentiate between the speeds of vehicles, making it harder for them to judge whether it is safe to cross a road. This makes them more dependent upon controlled crossings such as push button crossings (pelicans, puffins) and pedestrian islands which enable them to cross a busy road in two stages.</p> <p>The council has a particular focus on educational activities such as Bikeability training and safety interventions to include school safety zones and safe routes to schools. Over 5500 young pupils received Bikeability training last year.</p> <p>Younger drivers, particularly young men, are more likely to be involved in a collision. We will continue to deliver targeted educational activities such as the “What If” programme.</p> <p>With an increasing number of older drivers, we have worked with the Older Drivers Forum and already provide targeted support.</p> <p>In terms of the draft policy consultation:</p> <p>There was a range of ways to access the consultation, including online. We also engaged with groups which represent this protected characteristic, to include Age UK and The Older Drivers Forum.</p> <p>Although Gloucestershire has an ageing population the age range of respondents was disproportionately weighted towards older people. Only 38 out of 434 responses (to the question How old are you?) were from people aged 16-34 compared with 183 responses from people aged 55-74. Whilst this may adversely influence the response to policy measures that benefit younger people, many of these measures also benefit older people, those who are frail and those who have a disability.</p>	Same as service users

<p>Disability</p>	<p>From the consultation, 20% of respondents (of the 431 respondents who answered the question “Do you have a disability, long-term illness or health condition?” stated that they have a disability. Nationally 22% of the population have a disability.</p> <p>In terms of the policy: Road Safety Collision data is collected by the Police using a nationally prescribed system / process. This does not collect information for this characteristic.</p> <p>Lack of suitable pedestrian facilities (e.g. tactile paving, controlled crossing points, etc.) has a disproportionately greater impact by restricting accessibility and movement for people with mobility impairments. This can contribute to social isolation.</p> <p>In terms of cycling, and the emerging micro-modes, these can have a big impact both on the capacity for some people to travel and carry goods independently, and, conversely, in terms of providing for the different needs of people on foot/ cycle/ scooter etc. and potential conflicts.</p> <p>Individuals who have impaired vision or hearing can be adversely impacted when we move away from the traditional street scene. Mobility audits and consultation with representative groups at the earliest stages will help to ensure their needs are considered.</p> <p>In recent years officers in the Traffic &amp; Transport and Highways teams have worked more closely with the the Physical Disability &amp; Sensory Impairment stakeholder group to tackle Barriers to Mobility. This has identified issues for pedestrians, cyclists and bus users which have access and safety implications. This link needs to be maintained and strengthened.</p>	<p>Same as service users</p>
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Sex	<p>In terms of the consultation:</p> <p>52% of respondents were male, with 33% being female, the remainder preferred not to disclose their sex with 1% identifying as a different sex not listed.</p> <p>In terms of the policy:</p> <p>The sex ratios of transport users are broadly understood. It is known that there are gender differences.</p> <p>Women have less access to private cars than men and are the main users of public transport. In 2017 across England, 3:1 more women than men travelled by bus and 1:3 by rail.</p> <p>Overall, women make 15% more walking trips than men so women are more likely to benefit, as mode users, from investment in Active Travel (e.g. pedestrian facilities, street lighting).</p> <p>Fewer women cycle regularly than men so additional emphasis is needed to hear from women when consulting on proposals to increase cycling levels, address the gender imbalance amongst cyclists and shape future plans for cycle infrastructure.</p> <p>Significantly, in terms of killed and seriously injured (KSI), males are more affected than females. (2017-2021 Gloucestershire).</p>	
Marriage & civil partnership	<p>In terms of the policy and the consultation.</p> <p>We do not currently hold any data which demonstrates any additional vulnerability for people depending on their marital status.</p>	
Pregnancy & maternity	<p>In terms of the policy and the consultation.</p> <p>We do not currently hold any data which demonstrates any additional vulnerability for people with this characteristic.</p>	
Religion and/or belief	<p>In terms of the consultation 37.5% of respondents identified as following a religion. The remaining consultees either did not identify as following a faith or preferred not to say.</p>	

Sexual orientation	In terms of the consultation 1% respondents identified as being gay or lesbian, 69% heterosexual and 22% refused to give a sexual orientation preference.	
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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
Results of equalities section of consultation included in the data above	To understand how the council's consultation engaged with protected groups.

#### 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	Annual review of Collision Data to understand trends in the age and gender of road user killed and injured on Gloucestershire roads and to identify whether the measures in the Strategy need to be amended.	Autumn 2023	Road Safety Team Leader


Positive	Formal partnership working with the Police and other partners in the Road Safety Partnership to ensure that collectively we reach all at risk groups in a planned programme of work.	Ongoing	Road Safety Team Leader and Assistant Director

## 6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
<p>Collision data is reviewed throughout the year by the road safety team in conjunction with officers in Highways and the Police.</p> <p>The number of people killed and seriously injured (KSI) is reported quarterly as part of the council's performance framework. This information is used to identify whether we are on track to reduce KSIs and slight injury casualties.</p> <p>This assessment will be revisited annually to see if any additional measures are required.</p>

## 7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Colin Chick – Executive Director of Economy, Environment and Infrastructure
Date	14 November 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 Dave Norman, Cabinet Member for Fire, Community Safety and Libraries
Date	14 November 2022

## 8. Publication

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



## Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age 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" data-bbox="475 470 1460 555"> <thead> <tr> <th data-bbox="475 470 1021 555">Day-to-day activities</th> <th data-bbox="1021 470 1197 555">Number</th> <th data-bbox="1197 470 1460 555">% of population</th> </tr> </thead> </table>	Day-to-day activities	Number	% of population
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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" data-bbox="475 1456 1316 1635"> <thead> <tr> <th data-bbox="475 1456 758 1512">Gender</th> <th data-bbox="758 1456 1037 1512">Number</th> <th data-bbox="1037 1456 1316 1512">% of population</th> </tr> </thead> <tbody> <tr> <td data-bbox="475 1512 758 1579">Female</td> <td data-bbox="758 1512 1037 1579">322,721</td> <td data-bbox="1037 1512 1316 1579">50.9</td> </tr> <tr> <td data-bbox="475 1579 758 1635">Male</td> <td data-bbox="758 1579 1037 1635">310,837</td> <td data-bbox="1037 1579 1316 1635">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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