

## Equality Impact Assessment (EqIA)

This EqIA demonstrates how Gloucestershire County Council is meeting its duties under the Equality Act 2010, by having due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

### 1. Background

Directorate	All
Service area	All
Title of the activity being assessed i.e. the strategy, plan, policy or service	Medium Term Financial Strategy (MTFS) 2023/24
Brief outline of the proposal(s)	
<p>The purpose of the MTFS is to give financial expression to the Council Strategy, <a href="#">Building Back Better in Gloucestershire 2022-26</a> for the next four-year period. The MTFS sets out the Council's high-level funded plan for achieving its vision and priorities, balancing available financing and spending ambitions. It highlights the financial projections for financing, spending (revenue and capital) and reserves.</p> <p>The MTFS is prepared annually and covers the four-year period 2023/24 to 2026/27. It links decisions on resource allocation with decisions on policy priorities as set out in the Council Strategy. This EqIA is Appendix 4 of the MTFS 2023/24 – 2026/27 report being considered by Cabinet on 25 January 2023.</p> <p>Each Directorate's priorities and plans for the year are set out in their Commissioning Intentions which are included in Annex 1 of the MTFS. Proposals for cost increases (investment) and cost reductions (savings) are driven by these Commissioning Intentions.</p> <p>The net revenue budget proposal for 2023/24 as set out in the MTFS is £566.110 million; a net increase of £44.780 million from the 2022/23 budget, which is made up of £76.933 million of investment in services offset by £32.153 million of budget reductions, additional income, savings, and efficiencies.</p> <p>In addition to the revenue budget proposals, the capital programme for 2023/24 onwards contains £83.556 million of new investment in capital schemes, financed from grants, revenue contributions, across a range of Council services including adults and children's social care and the county's infrastructure, together with internal borrowing.</p>	

Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	Cabinet decision on 25 January 2023: To approve the Medium Term Financial Strategy (MTFS) and final revenue and capital budget for 2023/24 for recommendation to County Council
Person(s) responsible for completing this assessment	Mandy Quayle Director of People and Digital Services
Date of this assessment	11 January 2023

## 2. Information Gathering

This section outlines the approach to consultation and engagement, together with details of the other information and data sources that have been utilised:

Research, Consultation and Engagement	
Service users	<p>See Appendix 1 – Service User Data</p> <p>Following a decision by the Deputy Leader and Cabinet Member for Finance and Change (details <a href="#">here</a>), a public consultation on the Council's draft budget for 2023/24 took place over a four week period between 8 December 2022 and 5 January 2023.</p> <p>To raise awareness of the budget consultation and how people could provide their view on the proposals, information was shared.</p> <p>Information was also shared with local media contacts and via the County Council's social media accounts (Facebook, Instagram, Twitter, Nextdoor) and with subscribers of Council e-newsletters.</p> <p>There were reminders throughout the consultation period to make sure there were multiple opportunities for interested parties to see the relevant information and the invite to respond.</p> <p>A budget consultation booklet was produced and made available online and in hard copy via libraries. Other formats were available upon request.</p> <p>A questionnaire was also produced to help collate views. This was available online, in hard copy and in other formats, in the same way as the booklet.</p> <p>See the Budget Consultation Report which is Appendix 2 of the MTFS 2023/24 – 2026/27 report being considered by Cabinet on 25 January 2023</p>

Workforce	<p>See Appendix 2 – Gloucestershire County Council Workforce Data</p> <p>The formal budget consultation included the sharing of information with the recognised trades unions including council, teaching and fire unions and provision of a collective consultation meeting.</p> <p>Information was shared with County Council staff via the weekly e newsletter and via the front page of the intranet.</p> <p>Staff networks were also sent information, with a request to provide their views and promote the consultation through their communications channels and networks.</p>
Partners	<p>Information was shared with public sectors partners, via the Warning and Informing Communications Group with a request to raise awareness of the budget consultation within their individual organisations and share information through their communication channels.</p> <p>Information was also shared with town and parish councils, a range of community groups, young people organisations, with a request that they share information through their communication channels and local networks.</p>
Other	<p>Information was shared with county councillors, asking them to take part in the consultation and to support the County Council to raise awareness by sharing information through their communication channels and local networks.</p>

### 3. Equality Assessment

An initial screening assessment of the cost increases (investment) and cost reductions (savings) set out in the MTFs 2023/24 was undertaken to assess the actual or potential impact relating to equalities. An equality analysis was then completed in cases where the screening identified that this was necessary. More detailed Equality Impact Assessments (EqIAs) will be produced, where required, during the 2023/24 financial year.

The equality assessment is set out in three sections on the following pages:

p.5 3.1 Equality Impact Assessment of the Medium Term Financial Strategy (MTFS) 2023/24 (Revenue) – Service Users

- Adults
- Children and Families - Vulnerable Children
- Children and Families - Other Children's Services

- Prevention & Wellbeing
- Economy, Environment and Infrastructure
- Community Safety
- Corporate Resources

p.63 3.2 Equality Impact Assessment of the Medium Term Financial Strategy (MTFS) 2023-2024 (Capital) – Service Users

p.64 3.3 Equality Impact Assessment of the Medium Term Financial Strategy (MTFS) 2023/24 – Workforce

### 3.1 Equality Impact Assessment of the Medium Term Financial Strategy (MTFS) 2023/24 (Revenue) – Service Users

Budget Area: Adults

Budget Change Proposal	Summary of information and data gathered, including through consultation and engagement	Protected Groups	Summary of assessment of the potential or actual impact on those with a protected characteristic(s)	Actions to further maximise the positive impact or minimise the negative impact  Arrangements for monitoring and review
<b>Cost Increases (Investment)</b>				
<p><b>Demographic Growth – Older People</b> Investment to meet the cost pressures associated with demographic growth in the numbers of older people.</p>	<p>Analysis of demand has been through calculating the increase in population for each age band based on Office of National Statistics (ONS) population projections.</p>	<p>ALL (although primary group is age)</p>	<p><b>Positive</b> Investment to ensure there is sufficient social care funding to meet demand from an increasing number of people, many of whom are elderly and with protected characteristics.</p>	<p><b>Actions</b> Continue to work in partnership across the Integrated Care System to improve pathways for older people including frailty, dementia and end of life.</p> <p><b>Monitoring and Review</b></p> <ul style="list-style-type: none"> <li>• Continuous monitoring and improvement via Adult Services Management Team</li> </ul>

				<p>and the Adult Transformation Board.</p> <ul style="list-style-type: none"> <li>• As a system, working through the Aging Well Board with partners.</li> </ul>
<p><b>Demographic Growth – Physical Disabilities</b> Investment to ensure there is sufficient social care funding to meet demand from an increasing number of people with physical disabilities, many of whom are elderly.</p>	<ul style="list-style-type: none"> <li>• Analysis of demand has been through calculating the increase in population via Office of National Statistics (ONS) population projections and PANSI (Projecting Adult Needs and Service Information) data.</li> <li>• The PANSI data highlights the biggest pressure is within in the 55-64 age range. The baseline finance data used for growth bids in older people included all physical support, memory or cognition and sensory cases</li> </ul>	<p>ALL (although primary group is disability)</p>	<p><b>Positive</b></p> <p>Investment to ensure there is sufficient social care funding to meet demand from an increasing number of people, many of whom are elderly and with protected characteristics.</p>	<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• Continue to work in partnership across the Integrated Care System to improve pathways for people with physical disabilities.</li> <li>• Continue to co-produce key pieces of work through the Partnership Boards.</li> </ul> <p><b>Monitoring and Review</b></p> <ul style="list-style-type: none"> <li>• A Clinical Programme Group for people with Neurological Conditions was established in</li> </ul>

	<p>within OP if 65+ thus this bid is solely focused on PD age range 18-64.</p> <ul style="list-style-type: none"> <li>Data from Gloucestershire Clinical Commissioning Group (NHS Digital and Headway) indicates that in 2019-2020 the total number of hospital admissions for Acquired Brain Injury (ABI)<sup>1</sup> was 3,297. Of the total 1,040 were recorded as 'Head Injuries'.</li> </ul>			<p>September 2021 to provide robust governance for this area of work and improve pathways for care.</p> <ul style="list-style-type: none"> <li>Continuous monitoring and improvement via Adult Services Management Team and the Adult Transformation Programme.</li> <li>The Physical Disabilities and Sensory Impairment Partnership Board review issues/gaps/opportunities and to co-produce work in partnership.</li> </ul>
<p><b>In-house Services Cost Increase</b> Investment to meet the</p>	<p>Adult Transformation Programme (formerly Adult Single Programme)</p>	<p>ALL</p>	<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>Making best use from Council run</li> </ul>	<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>Monitoring these individuals through</li> </ul>

<sup>1</sup> The total ABI figure includes Stroke, Meningitis, Head Injuries, Tumour and Other Disorders.

<p>increasing demands on in-house services.</p>			<p>services to ensure Council run services are fully utilised.</p> <ul style="list-style-type: none"> <li>• This will help hospital flow and reduced delayed transfers of care.</li> <li>• This will provide additional support to help unpaid carers to continue in their caring role.</li> </ul>	<p>the Adult Transformation Programme to ensure that Council run services are meeting the varied needs of vulnerable people in Gloucestershire.</p> <ul style="list-style-type: none"> <li>• Ensuring we work in partnership across the Integrated Care System.</li> </ul> <p><b>Monitoring and Review</b> Via the Adult Transformation Programme.</p>
<p><b>Demographic Growth – Mental Health</b> Investment to meet the demographic growth in the numbers and complexities of individuals with a serious mental illness accessing services in Gloucestershire.</p>	<ul style="list-style-type: none"> <li>• The Mental Health and Wellbeing Partnership Board – meet on a quarterly basis to identify issues/gaps/opportunities and to co-produce work in partnership.</li> <li>• The Autism Partnership Board – meet on a quarterly</li> </ul>	<p>ALL (although primarily age and disability)</p>	<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>• Adults with autism and individuals with mental ill health will be able to live independently with their health outcomes being met within Gloucestershire.</li> </ul>	<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• Continue to work in partnership across the Integrated Care System to improve pathways for people with serious mental illness.</li> <li>• Continue to co-produce key pieces</li> </ul>



	<p>basis to identify issues/gaps/ opportunities and to co-produce work in partnership.</p> <ul style="list-style-type: none"> <li>• The Gloucestershire Autism Strategy 18-21 and The Gloucestershire Autism Strategy 22-26 (currently under draft for sign off).</li> <li>• The NHS Long Term Plan.</li> <li>• Gloucestershire NHS Learning Disability and Autism 3 year Plan (2021-24).</li> <li>• Ethnic minority communities and Gloucestershire’s Mental Health Services (2021).</li> <li>• Mental Health Act Legislation changes: Reforming the Mental Health Act - Government Response to Consultation (Impact Assessment).</li> </ul>		<ul style="list-style-type: none"> <li>• Individuals will be meaningfully engaged within the co-production of the commissioned services that they are accessing and will be able to inform future service delivery.</li> <li>• The positive working relationship between commissioners and Voluntary and Community Sector (VCS) providers allows us to proactively respond and meet the needs and pressures of the market. Ensuring these providers are fully resourced means we can work collaboratively to meet the needs of individuals accessing services within Gloucestershire.</li> <li>• Communication around changes to</li> </ul>	<p>of work through the Partnership Boards.</p> <ul style="list-style-type: none"> <li>• Enhancing the local training offer and upskilling of the local workforce, adding social value to the Gloucestershire community.</li> </ul> <p><b>Monitoring and Review</b></p> <ul style="list-style-type: none"> <li>• Continuous contract monitoring and improvement via Adult Services Management Team and the Adult Single Programme.</li> <li>• The Mental Health and Well-Being Partnership Board and Autism Partnership Board will continue to meet regularly and identify/report any issues/gaps/ opportunities and to</li> </ul>
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	<ul style="list-style-type: none"> <li>Analysis of intelligence through such platforms as <a href="https://inform.gloucestershire.gov.uk/">https://inform.gloucestershire.gov.uk/</a></li> </ul>		<p>the Mental Act legislation and Deprivation of Liberty Safeguards (DoLS) to Liberty Protection Safeguards (LPS) will be enhanced via the networks that our VCS providers work alongside. They can actively co-produce material and work with commissioners to targets individuals impacted by such changes.</p> <ul style="list-style-type: none"> <li>Investment will enable continuation of the work to address the health inequalities and valued engagement with minoritized communities.</li> <li>The Services will be delivered in line with the concept of wellbeing and the principles and values set out in the NHS</li> </ul>	<p>co-produce work via partnership working.</p>
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			<p>Constitution and the Care Act 2014 with the aim of encouraging, enabling and supporting Individuals to:</p> <ul style="list-style-type: none"><li>• remain as independent as possible for as long as possible in their own home;</li><li>• manage their own physical and mental health and wellbeing;</li><li>• exercise choice and control over their own life;</li><li>• have personal dignity and respect;</li><li>• be free from discrimination and harassment; and</li><li>• make a positive contribution to and be included</li></ul>	
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			<p>in their local community.</p> <p><b>Negative</b></p> <p>Covid-19 continues to have a negative impact on service delivery with continual growth and referrals to our services. The full trajectory of the impact of Covid-19 has not yet been seen and it is suggested that figures for referrals across the Gloucestershire communities will continue to rise e.g. post-traumatic stress disorder (PTSD) and trauma related impact.</p>	
<p><b>Demographic Growth – Learning Disabilities</b> Investment to meet demand from an increasing number of people, many of whom have a learning disability and whose life expectancy is increasing</p>	<p>Analysis of demand has been through calculating the increase in population via Office of National Statistics (ONS) population projections and PANSI (Projecting Adult Needs</p>	<p>ALL (although primarily disability)</p>	<p><b>Positive</b></p> <p>Adult Social Care consider the needs of those with protected characteristics in delivery of the service and proactively work with colleagues in</p>	<p><b>Actions:</b></p> <ul style="list-style-type: none"> <li>• Continue to work in partnership across the Integrated Care System to improve pathways for people with learning disabilities.</li> </ul>

<p>together with managing special needs of young adults with complex needs.</p>	<p>and Service Information) data.</p> <p>Gloucestershire's Needs Analysis for people with Learning Disabilities and Autism 2018-19 (<a href="#">your-voice-matters-report-final.pdf</a> (<a href="#">gloucestershire.gov.uk</a>) highlights that there are:</p> <ul style="list-style-type: none"> <li>• Around 11, 746 people in Gloucestershire aged between 18-64 have a Learning Disability.</li> <li>• Life expectancy - increasing life expectancy means that people are living longer, but this may also mean with more complex needs.</li> <li>• The prevalence of dementia is higher amongst older adults with learning disabilities compared to the general</li> </ul>		<p>Children's Services to identify young people with disabilities early on to ensure a smooth transition. This allows sufficient time to fully engage with young disabled people and their families/carers and complete a support plan that will fully meet the needs of the person as well as maximising their opportunities to be independent.</p>	<ul style="list-style-type: none"> <li>• Continue to co-produce key pieces of work through the Partnership Boards.</li> </ul> <p><b>Monitoring and Review</b></p> <p>Various activities have been created that will monitor the effectiveness of transition work/preparing for adulthood taking into account their protected characteristics.</p>
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	population (22% vs 6% aged 65+).			
<p><b>Transforming Care Programme and Associated Discharges</b></p> <p>This is a national programme of work to support the discharges of people with a learning disability and/or autism from specialist inpatient units and recognises that hospitals are not meant to be a home (<u>NHS England » Homes not hospitals</u>).</p>	<ul style="list-style-type: none"> <li>• Analysis of the data indicates that the number of people with a learning disability and autism in health funded specialist inpatient hospital units has reduced from 16 to 7 over the last 4 years and Secure Placements has remained at about 17 – this includes discharges and admissions many of which transfer via the Ministry of Justice system.</li> <li>• Clinical Programme Group for Learning Disabilities and Autism provides robust governance for this area of work.</li> <li>• The analysis of intelligence is held on</li> </ul>	Age, disability, mental health	<p><b>Positive</b></p> <p>The provision of support, through working in partnership across the Integrated Care System, to improve pathways for people with learning disabilities and autism.</p>	<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• Continue to work in partnership across the Integrated Care System to improve pathways for people with learning disability and autism.</li> <li>• Continue to co-produce key pieces of work through the Partnership Boards</li> </ul> <p><b>Monitoring and Review</b></p> <ul style="list-style-type: none"> <li>• Continuous monitoring and improvement via Adult Services Management Team and the Adult Transformation Programme.</li> <li>• The Learning Disability Partnership</li> </ul>

	platforms such as <a href="https://inform.gloucestershire.gov.uk/">https://inform.gloucestershire.gov.uk/</a>			Board and Autism Partnership Board – meet on a monthly basis to identify issues/gaps/opportunities and to co-produce work in partnership.
<p><b>Assurance Self Evaluation</b> Investment to support the ability for Adult Social Care to respond to the new Care Quality Commission (CQC) national assurance framework.</p>	Adult Social Care Transformation Programme Resource Analysis	ALL (but specifically Age and Disability)	The investment to support the introduction of the new CQC national assurance framework seeks to provide a positive impact on those with protected characteristics by providing additional capacity within Adult Social Care to meet the needs of those who receive Adult Social Care services who by definition will have at least one protected characteristic.	<p><b>Actions</b></p> <p>A review of the Adult Social Care performance framework will be undertaken by the new Director of Quality, Performance and Strategy, Adult Social Care which will ensure improvements across the directorate are measured.</p> <p><b>Monitoring and Review</b></p> <p>The measurable impact of the proposal will be found through improved performance reporting on:</p>

				<ul style="list-style-type: none"> <li>• Equality, diversity and inclusion performance data and outcomes for internal staff and recruitment processes.</li> <li>• Adult Social Care outcome framework and corporate reporting on performance.</li> </ul>
<b>Cost Reductions (Savings)</b>				
<p><b>Tech Strategy, digital &amp; workforce</b> To continue to achieve the vision and ambitions set out in the Adult Social Care Technological Strategy in transforming care which promotes and enhances independence, and</p>	<ul style="list-style-type: none"> <li>• Engaged with the public and with people who use social care services and created the Technology Enabled Care Community of Practice (CoP) to address this need. The CoP meets regularly to engage</li> </ul>		<p><b>Positive</b></p> <ul style="list-style-type: none"> <li>• This strategy will have a positive impact on older people and those with disabilities.</li> <li>• As people age, they typically become more likely to need care, support and</li> </ul>	<p><b>Actions</b></p> <p>To work with Gloucestershire Integrated Brokerage to create stronger links with the care and support provider market when appropriate, taking into account the needs of those with the</p>



<p>creates working efficiencies through the lifetime of the strategy.</p>	<p>with Adult Social Care and includes service users from across Gloucestershire and who have a diverse range of needs and experiences of care.</p> <ul style="list-style-type: none"> <li>• Active on-going engagement with County Council and partner workforces, as part of the implementation of the Tech Strategy to ensure the needs of frontline workers and of the people they support were easily considered. A Tech Champions Group has been established which includes representation from every locality and meets regularly to discuss the use of technology in practice.</li> </ul>		<p>social care intervention. Traditionally, older people have been seen as less likely to benefit from technology than younger age groups. This strategy aims to ensure that older people are better able to engage with technologies which enable them to remain independent for longer; to use technology to remain connected to their communities; and to improve quality of life in doing so.</p> <ul style="list-style-type: none"> <li>• This strategy also aims to ensure that people with disabilities are able to engage with technologies which enable them to remain independent for longer; to use technology to</li> </ul>	<p>protected characteristics.</p> <p><b>Monitoring and Review</b></p> <p>The Technology Strategy is subject to ongoing and regular scrutiny and updating through the established Adult Transformation Programme governance processes.</p>
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- Data held in our case management system (Liquidlogic Adults System) shows that:

<b>Primary Support Need</b>	<b>% of Service</b>
Learning Disability	17.2%
Mental Health	3.2%
Older People (Over 65)	63.6%
Physical Disabilities	16.0%
<b>TOTAL</b>	<b>100%</b>

More generally, Gloucestershire has a larger proportion of older people (+65) than nationally (21.3% vs 23.2%), and this is forecast to rise from 135,000 to 205,900 by 2043.

connect to their communities; to equip people with timely information, advice and guidance, and to improve quality of life in doing so.

- This strategy will have a neutral impact on all other protected characteristics.

	<p>ONS research suggests older people's use of the internet has been consistently lower than for younger age groups, but that the proportion using the internet is growing. However, use of the internet remains low among the over-75s who have a disability (at 41%). These people are exactly the cohort most likely to seek social care.</p>			
<p><b>Parity of offer across all client groups including Specialist Services review</b> To ensure that the offer/relationship between the County Council and the Adult Social Care market is consistent through appropriate contract provisions and how the Council supports providers.</p>	<ul style="list-style-type: none"> <li>• Adult Transformation Programme (formerly Adult Single Programme).</li> <li>• Engagement with people with lived experience through the Partnership Boards.</li> <li>• The Council undertakes regular engagement with the providers of Adult Social Care.</li> </ul>	<p>ALL (primarily age, disability and mental health)</p>	<p><b>Positive</b></p> <p>To provide appropriate personalised services regardless of their age or disability or other protected characteristic including:</p> <ul style="list-style-type: none"> <li>• Increasing the scope of the offer to older people to enhance their quality of life and prolong their independence.</li> </ul>	<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• When developing new contracts and in particular the pricing structure, care will be taken to ensure that this will not diminish the service being provided to individuals, including those with the protected characteristics. An EqIA (equality impact</li> </ul>

			<ul style="list-style-type: none"> <li>• Provision of equitable approach to the commissioning and procurement of services regardless of age or diagnoses.</li> </ul>	<p>assessment) will be undertaken as part of the procurement of such services.</p> <ul style="list-style-type: none"> <li>• The Proud to Learn Service will continue to provide the sector with training and development opportunities through the administration of Government funding which meet the individual needs of vulnerable adults in Gloucestershire with protected characteristics.</li> </ul> <p><b>Monitoring and Review</b></p> <p>Via the Adult Transformation Programme</p>
<p><b>Transitions</b> Proposal to reduce the average placement costs for complex individuals following</p>	<p>Adult Transformation Programme (formerly Adult Single Programme)</p>	<p>ALL (primarily age, disability and mental health)</p>	<p><b>Positive</b></p> <p>Working with people on an individual basis to assess their particular</p>	<p><b>Monitoring and Review</b></p> <ul style="list-style-type: none"> <li>• Monitoring these individuals through</li> </ul>

<p>transition into adult services.</p>			<p>needs, taking into account their protected characteristics in developing bespoke packages of care which support their needs:</p> <ul style="list-style-type: none"> <li>• Maximising the use of technology</li> <li>• Using the least restrictive option</li> <li>• Developing options which meet people's environmental needs, e.g. ground floor, accessible accommodation.</li> </ul>	<p>the Adult Transformation Programme.</p> <ul style="list-style-type: none"> <li>• Ensuring we work in partnership across the Integrated Care System to ensure all partners are working together to provide the right support at the right time.</li> </ul>
<p><b>Enhanced Independence Model including Reconfigured In House Services, &amp; GCS spec</b> To deliver efficiencies in the delivery of commissioned Home First and Bed Based Reablement Pathways.</p>	<ul style="list-style-type: none"> <li>• A series of workshops have been held with key stakeholders across the system to agree on the pathways out of hospital (definitions, principles and mapping).</li> <li>• Engagement continues with key stakeholders, e.g. those supporting</li> </ul>	<p>Age, Disability and Sex</p>	<p><b>Neutral</b></p> <p>No one within the listed protected groups will be disadvantaged. The proposed efficiencies will all be found via increased flow of patients through the service resulting in the overall reduction in the cost per package.</p>	<p><b>Action</b></p> <p>Further investment into the recruitment and retention of staff to support the Enhanced Independence Offer, to maximise efficiencies and increase flow of patients through the service following hospital discharge.</p>

	<p>hospital discharge, managers of services, Adult Social Care, and our system partners. We continue to engage these partners to agree system changes and enhance cohesion across the system.</p>		<p>The Independence Model aims to support vulnerable individuals, including those with the protected characteristics, to maximise their independence through the way the Council provides support by looking at synergies between the Enhanced Independence Offer and therapy specifications to deliver a holistic service.</p> <p>The Model enables a person centred approach and outcomes are at the core of assessment, care planning and delivery, taking into account protected characteristics as a 'golden thread'.</p>	<p><b>Monitoring and Review</b></p> <p>All activities in relation to the Enhanced Independence Offer and its implementation will continue to be monitored through the Adult Transformation Programme and wider Council and Integrated Care Board governance systems.</p> <p>An Enhanced Independence Offer Programme Board is in place for system partners to consider strategic and operational activity. The Board, reports to the Tactical Executive Group (TEG). The Board focusses on outcomes for people and specifically those with the protected characteristics, with the 'Reabling' philosophy that helps people</p>
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				remain at home and living independently for longer at its heart, taking into account their specific needs.
<p><b>Strengths / outcomes / independence focus in commissioned services</b></p> <p>To focus on supporting people to remain as independent as possible for as long as possible, aligning commissioning practice with our operational aspirations as addressed by the three-tier conversation.</p>	<ul style="list-style-type: none"> <li>• Adult Transformation Programme (formerly Adult Single Programme).</li> <li>• Provider Forums.</li> </ul>	ALL (primarily age and disability)	<p><b>Positive</b></p> <p>The three-tier conversation involved and was developed as a result of engagement with key stakeholders. This action seeks to align our commissioning aspirations, and therefore activity, with this model and will involve engagement activities in the development of new services which support and promote independence.</p> <p>Whilst older and disabled people are in receipt of the services in question it is not anticipated that they will be adversely impacted. The move to a</p>	<p><b>Actions</b></p> <p>The three-tier conversation is designed to bring a more person-centred approach to our assessment of need and strengths based commissioning will mirror that in facilitating bespoke provision to meet need.</p>

			strengths-based approach aims to ensure that people receive bespoke personalised services which will enhance their quality of life and support their independence for longer.	
<p><b>Demand Management</b> Savings to reduce the demand/costs in Adult Social Care services through housing options, such as extra care sheltered housing and supported living.</p>	<ul style="list-style-type: none"> <li>• Adult Transformation Programme (formerly Adult Single Programme).</li> <li>• Provider Forums.</li> <li>• Gloucestershire Care Provider Association.</li> </ul>	<p>ALL (particularly age, disability and mental health)</p>	<p><b>Positive</b></p> <p>Working with people with protected characteristics (such as age, disability and mental health) on an individual basis and providers to develop explore:</p> <ul style="list-style-type: none"> <li>• Housing options as an alternative to residential care, for example extra care sheltered housing.</li> <li>• Look at opportunities to de-register existing care homes on a case-by-case basis.</li> </ul>	<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• Monitoring these individuals through the Adult Transformation Programme.</li> <li>• Ensuring we work in partnership across the Integrated Care System.</li> </ul> <p><b>Monitoring and Review</b></p> <p>Reviews will be undertaken through the Adult Transformation Programme to monitor the impacts (if any) which the proposed</p>



			Housing options will give individuals more choice and control and a tenancy, which provides people with additional rights to live in their own property.	changes in funding has on those with the protected characteristics and appropriate action will be taken.
<p><b>Transformation productivity and effectiveness</b> The continuation of work to improve productivity and effectiveness to enable Adult Social Care to be fit for the future.</p>	<ul style="list-style-type: none"> <li>Adult Transformation Programme (formerly Adult Single Programme).</li> </ul>	ALL (particularly age, disability and mental health)	<p>There is potential for our activity to have a positive impact on those with protected characteristics.</p> <p>For those already working within Adult Social Care, this presents a recognition that increased capacity is required across the service, addressing areas of pressure felt across the workforce. We will do this by will reducing our administrative burden and improving our processes</p> <p>For the public and for people who use Adult</p>	<p><b>Actions</b></p> <p>A review of the Adult Social Care performance framework will be undertaken by the new Director of Quality, Performance and Strategy which will ensure improvements across the directorate are measured.</p> <p><b>Monitoring and Review</b></p> <p>The measurable impact of the proposal will be found through improved performance reporting on:</p>

			<p>Social Care services, who by definition will have at least one protected characteristic, this represents an acknowledgement that Adult Social Care needs extra capacity for improvement, which will result in an improved service. This may include quicker response times, an easier way to see information we hold, and smarter ways to contribute to their assessment through online services.</p>	<ul style="list-style-type: none"> <li>• Performance data on timeliness of response, and feedback from people drawing on services for care and support.</li> <li>• Adult Social Care outcome framework and corporate reporting on performance.</li> </ul>
<b>Income Target</b>				
<p><b>Income 3% Increase</b> Review of fees and charges in line with inflation</p>		ALL	To ensure that fees and charges keep pace with the true cost of providing services	<p><b>Actions</b> Where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed</p>

Budget Area: Children and Families - Vulnerable Children

Budget Change Proposal	Summary of information and data gathered, including through consultation and engagement	Protected Groups	Summary of assessment of the potential or actual impact on those with a protected characteristic(s)	Actions to further maximise the positive impact or minimise the negative impact  Arrangements for monitoring and review
<b>Cost Increases (Investment)</b>				
<p><b>Implementation of the Systemic Practice model of social work to support the continued practice improvement</b></p>	<p>Systemic social work practice is an integral element of transforming children’s social care in Gloucestershire. It is a practice methodology that focuses on the importance of the relationship between the social worker and child/ren and family they are working with. It avoids pathologising families and is a more</p>	<p>ALL (primarily age and disability)</p>	<p><b>Positive</b></p> <p>The implementation of the Systemic Practice model of social work aims to deliver improved outcomes for our most vulnerable children and families. The investment aims to close the gap and promote equality, diversity and inclusion, as children's social care disproportionately</p>	<p><b>Monitoring and Review</b></p> <p>This programme is about improving services to our most vulnerable children and families.</p> <p>There is a comprehensive set of performance and quality metrics that help us measure our impact.</p>

	<p>inclusive way of working, recognising change happens reflexively. It incorporates an explicit recognition of power and culture in the way social work is undertaken and is aimed at delivering improved outcomes for children.</p> <p>Gloucestershire's staffing establishment includes 380 qualified social work and social work manager posts. The systemic practice programme invests in the training of these workers and managers over a five-year period, with match funding secured from Department for Education on an annual basis.</p> <p>Social work services our most vulnerable children and families. At the end</p>		<p>serves those in deprived groups and those with protected characteristics who currently are more likely to come into contact with Children's Services. At the heart of the model is anti-discriminatory practice and tackling inequality.</p>	<p>This is supported by a Continuous Improvement Plan and overseen by a Continuous Improvement Board to which key performance and quality metrics are reported.</p> <p>Children's Overview and Scrutiny Committee also receive regular updates regarding challenges and progress in delivering the improvements for children and families that systemic practice contributes to.</p>
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	<p>of October 2022, the local authority was supporting:</p> <ul style="list-style-type: none"> <li>• 3,841 Children in Need</li> <li>• 724 children with a child protection plan</li> <li>• 871 children in care</li> <li>• 479 care leavers</li> </ul>			
<p><b>External Placements budget: rise in number and cost of placements</b> Investment to provide for the increased cost and number of placements for children going into care</p>	<ul style="list-style-type: none"> <li>• ASGLB (Adoption and Special Guardian Leadership Board) – quarterly and annual data.</li> <li>• County Council Internal performance and tracking reports.</li> <li>• In the financial year 2020/21 there was a total of 813 external placements made for children - an increase of 10.6% from the previous year (2019/20), when there were 72 external placements made for children.</li> <li>• In the financial year 2021/22 we saw a</li> </ul>	ALL (primarily age)	<p><b>Positive</b></p> <p>To enable the Council to continue to provide placements to meet the needs of its children in care, including those with a protected characteristic(s), by ensuring it can provide sufficient placements.</p>	<p><b>Actions</b></p> <p>Gloucestershire is refreshing its Sufficiency Strategy for 2022 – 2026 and the resulting action plan will ensure the provision of a range of placements that are available locally, that deliver value for money and are sufficient to meet the needs of all children including those with a protected characteristic(s).</p> <p>A focus on securing move-on accommodation for those young people</p>

	<p>further increase of 8.4% in the number of external placements as it totalled 888 external placements made during the financial year.</p>			<p>aged 18+ who were unable to move-on during the pandemic and who continue to require suitable accommodation will help us (together with this investment) to balance our placement budgets in 2023.</p>
<p><b>Additional funding to meet the cost of high cost placements for Disabled Children and Young People</b> Investment to meet the increased demand for care and support for disabled children and young people and their families in the community.</p>	<p>There has been a significant increase in demand for social care (including care) for all children as set out below, however, there has been a reduction in the number of children in care with a recorded disability. This reflects the increase in provision of care and support into the family home, helping children remain with their families. Over that same period however, the level of complexity of the children being looked after has increased and the cost of packages have</p>	<p>ALL (primarily age and disability)</p>	<p><b>Positive</b></p> <p>This further investment will enable the Council to meet its statutory responsibilities and continue to provide support within the home and communities, including those with a protected characteristic(s), by ensuring it can provide sufficient support.</p>	<p><b>Actions</b></p> <p>Gloucestershire is refreshing its Sufficiency Strategy for 2022 – 2026 to continue to work with providers to stimulate the marketplace and review its current framework. The resulting action plan will ensure the provision of a range of providers that are available locally, sufficient to meet the needs of all disabled children and young people including those with a protected characteristic(s).</p>

	<p>increased both into the home and in care. This funding will ensure that we can continue to design and deliver services aimed at meeting the specific needs of disabled children and young people.</p> <ul style="list-style-type: none"><li>• 18.5% increase in referrals to social care compared to pre-pandemic levels (average of the three previous years).</li><li>• 36% increase in care population over past five years.</li><li>• 25.5% reduction in the number of children in care with a recorded disability.</li></ul>			
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<b>Cost Reductions (Savings)</b>				
<p><b>Efficiencies to be achieved through a range of measures set out in the Children's Services Financial Recovery Plan</b></p>	<p>The range of measures largely cover commissioning efficiencies and the delivery of the child/young person's plan for our 871 children in care and 479 care leavers.</p>	<p>ALL (primary and secondary) - impacts will be placements for children in care and independently commissioned assessments such as parenting assessments.</p>	<p><b>Neutral</b></p> <p>Savings will be made through commissioning efficiencies and the delivery of children's care plans. As such it will not impact the delivery of statutory services to children.</p>	<p><b>Monitoring and Review</b></p> <p>Children's Services Financial Recovery Plan is internally monitored and reported upon.</p> <p>Progress will be reported to Cabinet as part of regular finance and budgetary reporting.</p>
<p><b>Reduction in number of Child Arrangement Allowances required</b></p>	<p>Child Arrangements Orders are private law Orders made by the family court setting out with whom a child should live and when or otherwise regulating contact. In a small number of situations, for example, where a Child Arrangements Order has been made as an alternative to the child requiring local authority care, support for the child can be provided under S17 of the</p>	<p>ALL – a Child Arrangements Order may be made for any child up to the age of 16 years.</p>	<p><b>Neutral</b></p> <p>No identified impact because any carer meeting the criteria for financial support as a result of a Child Arrangements Order, will receive it.</p>	<p><b>Monitoring and Review</b></p> <p>Child Arrangements Orders are a positive alternative to local authority care for some children. Should the number of such orders increase and therefore the funding requirement, the local authority will divert funds from fostering or special guardianship budgets.</p>



	Children Act, including financial support. Fewer children are subject to these arrangements than anticipated and the budget can therefore be adjusted to more accurately reflect the funding required.			
<p><b>Commissioning of the Day Service at Trevone not taking place</b></p> <p>To not implement the Cabinet decision to establish Day Centre provision for care assisted young people at Trevone House.</p>	<p>The County Council established Trevone House with the intention of catering for the differing needs of all its young people in residence. The original plans included the creation of a Day Centre for care assisted young people, incorporated within the main building.</p> <p>Homes2Inspire in their capacity as custodians of Trevone House provide a beneficial range of support for young people, with targeted programmes aimed at achieving positive emotional and</p>	Largely impacting young people resident at Trevone House who would access Day Centre facilities	<p>The following are examples of the types of support services currently delivered by Homes2Inspire to Trevone residents:</p> <ul style="list-style-type: none"> <li>• Support to obtain employment, training and accreditation.</li> <li>• Accessing and maintaining education.</li> <li>• SEND support.</li> <li>• Independent living skills / life skills.</li> <li>• Duke of Edinburgh.</li> <li>• Sexual and emotional health and wellbeing.</li> </ul>	<p><b>Monitoring and Review</b></p> <p>Homes2Inspire are highly experienced in the provision of services for care assisted young people and will be able to regularly review all equalities policies and procedures to ensure they remain current and effective to meet the needs of employees, Trevone residents and visitors.</p> <p>Progress to be reported to Children’s Directorate Senior Leadership Team at regular intervals. Further,</p>

	<p>mental wellbeing, as well as equipping them with key life, social and employment skills, as part of their transitional journey into adulthood and independence.</p> <p>Commissioners therefore believe that the innovative model of care, coupled with the wide ranging facilities and programmes available to residents now supersede the need to establish an additional Day Centre within the grounds of Trevone House. Therefore, whilst there will not be dedicated contracted Day Service provision, care experienced young people will access direct support at Trevone House in conjunction with the leaving care service and the Youth Support Team.</p>		<ul style="list-style-type: none"> <li>• Programmes that promote racial equality, gender orientation, equality and religious tolerance.</li> <li>• Choices and behaviour.</li> </ul> <p>This support is delivered via tailored individual support sessions and group activities.</p> <p>Homes2Inspire are currently in the process of working with their senior support workers on an engagement plan for resident activities around Assessment and Qualifications Alliance Training and accreditation, First Aid and practical life skills.</p>	<p>equalities monitoring is built into the contract / performance monitoring and young people are involved in providing feedback to shape future service delivery.</p>
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<p><b>Release of funding originally allocated to commissioning for the development of Early Years services</b></p>	<p>The funding originally approved in the 2020/21 MTFS was related to the commissioning of an Early Years but no service has ever been developed with the £150k available. In previous years the funding has been held to offset overspends in the placement budget as a necessary priority.</p> <p>An equality assessment is not required as there will be no impact on service users.</p>	<p>ALL</p>	<p>No specific service for early years has been developed with the funding. The funding was prioritised to external placements to provide appropriate care for vulnerable children. Additional funding will be available to fund the placement budget in 2023/24 through the MTFS proposals.</p>	<p>The financial position will be monitored through the Financial Recovery Plan .</p>
<p><b>Income Target</b></p>				
<p><b>Income Targets 3%</b> Review of fees and charges in line with inflation</p>		<p>ALL</p>	<p>To ensure that fees and charges keep pace with the true cost of providing services</p>	<p><b>Actions</b> Where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed</p>

Budget Area: Children and Families - Other Children's Services

Budget Change Proposal	Summary of information and data gathered, including through consultation and engagement	Protected Groups	Summary of assessment of the potential or actual impact on those with a protected characteristic(s)	Actions to further maximise the positive impact or minimise the negative impact  Arrangements for monitoring and review
<b>Cost Increases (Investment)</b>				
<p><b>Home to school transport - growth needed to cover expected increase in 23/24 SEN pupil transport entitlements plus increase in parent transport allowance</b> Investment to meet the growth needed to cover expected increase in 23/24 Special Educational Needs (SEN) pupil transport entitlements plus increase in parent transport allowance.</p>	<p>Information on contractual actual and projected cost increases provided by Integrated Transport Unit (ITU) who are in day-to-day contact with transport contractors and the transport market place more generally.</p> <p>Information and data on the growth of Education, Health and Care Plans (EHCPs) has been provided by the Head of Service Children with Additional Needs.</p>	Age, Disability	<p><b>Neutral</b></p> <p>Eligibility for support with transport to school is in accordance with published policy, accessible on the Council's website. This is a demand led statutory service. It is the Council's responsibility to ensure all those children and young people who are entitled to support with transport to school, can get it, which involves an assessment of their needs, including consideration of their</p>	<p><b>Monitoring and Review</b></p> <p>Policies and processes are constantly monitored and also reviewed annually.</p>

			<p>protected characteristics in providing support for school transport.</p> <p>The Council has also developed specific policies which take into account the specific protected characteristics in supporting young people:</p> <p>Mainstream:  <a href="https://www.gloucestershire.gov.uk/media/2082383/home-to-school-transport-policy.pdf">https://www.gloucestershire.gov.uk/media/2082383/home-to-school-transport-policy.pdf</a></p> <p>Children with SEN:  <a href="https://www.gloucestershire.gov.uk/u16-travel-assistance-policy-22-23.pdf">u16-travel-assistance-policy-22-23.pdf</a>  <a href="https://www.gloucestershire.gov.uk">gloucestershire.gov.uk</a>)</p>	
<p><b>Provision for Statutory SEND services and SEND support services</b>  Investment to enable SEND (Special Educational Needs and Disabilities) services to</p>	<ul style="list-style-type: none"> <li>• SEND and Inclusion Strategy engagement</li> <li>• EHCP pathway and digitalisation engagement</li> <li>• SEND customer experience</li> </ul>	Age, Disability	<p><b>Positive</b></p> <p>Services will be made available to advance equality of opportunity for children and young people with SEND. The funding in all aspects is</p>	<p><b>Monitoring and Review</b></p> <p>Monitoring and review of equality will be made through:</p>

<p>respond to increased demand for EHCP's.</p>	<ul style="list-style-type: none"> <li>• EHCP Parent Survey</li> <li>• January 2022 special educational needs dataset- nationally published</li> <li>• Local SEN data- Monthly SEND dashboard</li> <li>• High Needs budget</li> </ul>		<p>with regard to fostering good relations between those who do have SEND and promote inclusion and support for children and families where they need this and provide the right support to children and families at the right time.</p> <p>The funding is to reduce or minimise disadvantage due to SEND, meet the needs of children and families where SEND is a protected characteristic and encourage participation in public life where participation and achievement is disproportionately low.</p>	<ul style="list-style-type: none"> <li>• Delivery of the new EHCP pathway.</li> <li>• Implementation of EHCP digital portal.</li> <li>• Meeting statutory timeframes.</li> <li>• Slowing and/or reducing demand for EHCP's.</li> <li>• Feedback from the Parent Carer Forum on the impact of their work for children with SEND and their families.</li> <li>• Feedback from SENIDASS (Special Educational Needs and Disabilities Information Advice and Support Services) of the impact of their work for children, young people with SEND and their families.</li> <li>• SEND Inspection outcomes.</li> <li>• SEND strategy objectives for</li> </ul>
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				children with SEND met. <ul style="list-style-type: none"> <li>Delivering Better Value plan implemented, monitoring of High Needs budget.</li> </ul>
<b>Cost Reductions (Savings)</b>				
None				
<b>Income Target</b>				
<b>Income Targets 3%</b> Review of fees and charges in line with inflation		ALL	To ensure that fees and charges keep pace with the true cost of providing services	<b>Actions</b> Where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed

Budget Area: Prevention & Wellbeing

Budget Change Proposal	Summary of information and data gathered, including through consultation and engagement	Protected Groups	Summary of assessment of the potential or actual impact on those with a	Actions to further maximise the positive impact or minimise the negative impact
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			protected characteristic(s)	Arrangements for monitoring and review
<b>Cost Increases (Investment)</b>				
None				
<b>Cost Reductions (Savings)</b>				
<p><b>NHS Health Checks: release of contingency due to decreased activity</b> Proposed reduction in funding for the provision of NHS Health Checks.</p>	<p>Due to the Covid-19 Pandemic the demands for the NHS Health Checks (NHSHC) reduced. Activity levels are recovering slowly but still not back up to pre-pandemic levels. This has impacted the budget which is required for this service. There is some regional variability, but the County Council is currently in line with regional averages.</p>	<p>Age, ethnicity and disability</p>	<p><b>Neutral</b></p> <p>Whilst all 40–74-year-olds are eligible for an NHS Health Check, the programme incentivises GPs to invite those at greater risk of cardiovascular disease (CVD). Risk is related to older age, male gender, ethnicity, mental health, and deprivation. Reimbursement for each check undertaken increases in stages with higher payments being made for those with a higher cardiovascular risk score. The reduction in budget for the NHS Health Check programme will continue</p>	<p><b>Actions</b></p> <p>There is potential to undertake targeted promotion of the NHSHC - targeting areas of deprivation or population groups at increased risk of CVD within the current Healthy Lifestyles Service budget.</p> <p>This would help mitigate any potential impact on health inequalities but could present a risk of overspending against the reduced budget.</p> <p><b>Monitoring and Review</b></p>



			to provide enough funding for delivery of the mandated function at current activity levels and anyone who wishes to take up the offer of a Health Check will receive one. The proposed changes to the investment in this service should not therefore disproportionately affect any particular population group or protected characteristic.	Activity will continue to be monitored every quarter. A clinical audit will be considered in order to assess uptake by protected characteristic.
<p><b>Healthy Lifestyles NRT/FP10 reduction in activity</b> Proposed reduction/change in funding for the provision of medication to help those trying to stop smoking as part of the Nicotine Replacement Therapy programme.</p>	<p>Previous financial years have indicated that the NRT / FP10 budgets have consistently underspent and have been reduced year on year over recent years.</p> <p>The current budget is £375K. In 2021/2022 the spend was £280k.</p>	ALL	<p><b>Neutral</b></p> <p>Support to stop smoking is provided by the Healthy Lifestyles Service (HLS). This service proactively targets population groups across the protected characteristics</p>	<p><b>Monitoring and Review</b></p> <p>Quarterly monitoring of HLS provision currently takes place across the protected characteristics (where possible) for those accessing support to quit smoking.</p>

	<p>Between 20/21 and 21/22 there has been a decrease of 18% of smokers accessing smoking cessation support, impacting on the NRT required spend.</p> <p>In 21/22, service users aged between 31 and 40 made up the highest proportion of all clients.</p> <p>In 21/22, 278 pregnant women were supported to stop smoking with 78% achieving a 4 week quit.</p> <p>The data below is for the three years, 2019/20 - 21/22</p> <p>Around 20% of people accessing the smoking cessation service had self-</p>		<p>(focusing on those who are more likely to smoke) e.g. men, those aged 25-34, some ethnic minority groups, people with mental health conditions, those from LBGT+ communities, pregnant women, and some religious groups.</p> <p>This targeted approach will continue, and the reduced budget for NRT will provide enough funding for provision at current activity levels. The proposed reduction to this budget should not therefore disproportionately affect any particular population group or protected characteristic.</p>	<p>This will continue and the service will maintain its work with communities and those working with them to ensure that its service offer is promoted to those with the highest smoking prevalence.</p>
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	<p>reported mental health problems.</p> <p>The numbers of people with learning disability accessing the smoking cessation service for each year are relatively small, between 1% and 3% of all service users. The proportion of females accessing smoking cessation service increased from 58% to 63%; consequently, the proportion of males decreased.</p> <p>The majority of smoking cessation service users were 'White British' (90%), followed by 'White Other' (3%). The remaining ethnic groups accounted for 1% of all service users each, with exception of White Travellers and White Irish, who</p>			
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	<p>made up the lowest numbers.</p> <p>There are no service user data for gender reassignment, marriage/civil partnership, religion and/or belief or sexual orientation.</p>			
<p><b>Community Based Support - release of unallocated resources against framework contracts</b></p>	<p>KPI monitoring data gathered by the services during 2019/20 and 2020/21 and dashboard analysis of community and accommodation-based support data to review the demographics of service users.</p> <p>Latest community and accommodation-based support EqIA completed August 2022.</p>		<p><b>Neutral</b></p> <p>The impact on service users will be neutral. There will be no direct reduction in current community and accommodation-based support services as a result of this saving, which will be taken from currently unallocated budget.</p> <p>No specific protected characteristic will be adversely affected more than others by this proposal. Services are balanced in respect of</p>	<p><b>Actions</b></p> <p>We will ensure that Community and Accommodation Based Support Services continue to collect and analyse service user data on all protected characteristic groups to enable identification of any themes or concerns arising in relation to equality impact related to service delivery.</p> <p>We will continue to work with Providers to ensure that services are targeted appropriately, are supported by and</p>

			the demographics of residents they serve.	<p>linked in with the wider homelessness and rough sleeping pathway and that cost pressures are managed effectively to mitigate the possibility of service changes or closures in the future.</p> <p><b>Monitoring and Review</b></p> <p>Service user data in relation to protected characteristics is reviewed at regular operational, and quarterly contract monitoring meetings.</p>
<p><b>Changes in the Self-Harm Helpline model</b> Cost efficiencies due to the introduction of a new integrated mental wellbeing helpline.</p>	<p>Consultation and engagement took place as part of the Cabinet's decision to commission a single early intervention, mental wellbeing 'helpline' for adults aged 18 and over as follows:</p>	ALL	<p><b>Positive</b></p> <p>Overall, responses to the engagement activities listed opposite, suggest that there is support for combining self-harm support with general support for wellbeing for all protected characteristic groups, and therefore</p>	<p><b>Actions</b></p> <ul style="list-style-type: none"> <li>• Ensure the service specification developed for the proposed new service includes adequate requirements for the service to operate in an appropriate way to ensure no</li> </ul>

	<ul style="list-style-type: none"> <li>• Self-harm Helpline Stakeholder Survey (2019)</li> <li>• On-going Stakeholder Engagement</li> <li>• Public Consultation</li> </ul> <p>Further analysis was also undertaken as part of the commissioning of the new service to consider the impact on those with the protected characteristics:</p> <ul style="list-style-type: none"> <li>• Contract monitoring data was analysed from the current Gloucestershire Self Harm Helpline</li> <li>• International, national and local data</li> <li>• Academic reports and journals</li> <li>• Data from the Pupil Wellbeing Survey</li> <li>• Government reports e.g. 'Modernising the Mental Health Act...'</li> </ul>		<p>the overall impact of this change is thought to be positive.</p> <p>The full EqIA of the new service may be found at: <a href="#">FINAL EIA Mental health helpline v10 SIGNEDx2.pdf</a> (<a href="http://gloucestershire.gov.uk">gloucestershire.gov.uk</a>)</p>	<p>unintended harm or negative impact is caused for any particular population group, taking into consideration issues identified within the EqIA considered by Cabinet and through the public consultation process. This might include cultural competency, addressing physical, societal or perceived barriers in access and ensuring awareness of unique experiences of individuals with any protected characteristic.</p> <ul style="list-style-type: none"> <li>• Work with NHS Gloucestershire to analyse data on uptake of early intervention mental health services by ethnic minority individuals; and consider any</li> </ul>
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	<ul style="list-style-type: none"> <li>Data and reports from charitable foundations and organisations e.g. Age UK, the Mental Health Foundation and the Barnwood Trust</li> </ul>			<p>improvements that need to be made to increase access; working with ethnic minority communities and people with lived experience.</p> <ul style="list-style-type: none"> <li>Work with NHS Gloucestershire , providers of mental health services and people with lived experience to better understand usage of mental health services by transgender individuals.</li> <li>Work with Mental Health Partnership Board to better understand the impact of new models of service provision during the pandemic (including the use of digital platforms) on accessibility, particularly for people with a</li> </ul>
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				<p>disability and also older adults.</p> <ul style="list-style-type: none"><li>• Working alongside communities to understand how the promotion of and access to the service can be appropriate for those with protected characteristics and those in areas of deprivation</li><li>• We are currently working with the Lead Commissioner for Children and Young People's Mental Health at the Integrated Care Board to raise awareness of the support available for children and young people requiring support around self-harm.</li></ul> <p><b>Monitoring and Review</b></p>
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				These activities will be monitored through contract monitoring activities and reported via the Mental Health and Wellbeing Partnership Board.
<b>Income Target</b>				
None				

Budget Area: Economy, Environment and Infrastructure

Budget Change Proposal	Summary of information and data gathered, including through consultation and engagement	Protected Groups	Summary of assessment of the potential or actual impact on those with a protected characteristic(s)	Actions to further maximise the positive impact or minimise the negative impact  Arrangements for monitoring and review
<b>Cost Increases (Investment)</b>				
<b>Road Safety Strategy delivery</b>	This is set out in the EqlA on the Road Safety Strategy agreed by Cabinet in November 2022 following public consultation in the summer: <a href="#">Decision -</a>	ALL	<b>Positive</b>  Additional resources will enhance the quality and quantum of work that can be done each year to analyse collision data,	<b>Monitoring and Review</b>  Conduct an annual review of collision data to understand trends in the age and gender of

	<a href="#">Gloucestershire Road Safety Policy</a>		engage with partner organisations, stakeholders and protected groups, and implement a range of measures to reduce the number of people killed and injured on our roads.	<p>road users killed and injured on Gloucestershire roads and to identify whether the measures in the Strategy need to be amended.</p> <p>For individual road safety engineering capital schemes the Council monitors road collision history in the 3 years before and after completion to evaluate their effectiveness. This is complemented by post completion road safety audits that also consider feedback from users and the police.</p>
<b>Highways &amp; Transport Transformation Fund</b>	The fund provides for a range of improvements across a number of Highways and Transport workstreams. Options for these improvements are being developed at present and would be subject to agreement through the Highways	ALL	<p><b>Positive</b></p> <p>Additional resources will enhance the quality and quantum of work that can be done each year within each workstream supporting all protected groups. In particular the Customer Journey</p>	<p><b>Monitoring and Review</b></p> <p>Key performance indicators (KPIs) are yet to be established but these are likely to focus on the National Highways and transport (NHT) survey that the</p>

	and Transport Transformation board. The board (including Leader, Lead Cabinet Member, Chief Executive, Executive Director and Director) will require EqlAs to be undertaken with appropriate consultation where necessary.		workstream will specifically examine potential improvements to the way in which the public / protected groups are able to contact and request interventions, and the associated streamlining of the process to deliver an outcome to that contact.	County Council already takes part in and this has a number of public satisfaction KPI's that will be key to maintain and improve as part of the Transformation programme.
<b>Strategic advice to support long-term economic recovery</b> Investment to continue to provide specialist strategic advice and support on the Covid-19 recovery and long-term economic development strategy.	Consultation will be undertaken on the draft Economic Strategy in 2023, which will encourage extensive engagement across the county.	ALL	The consultation about the proposed Economic Strategy will enable the County Council to consider the impact of the proposed strategic objectives on those with the protected characteristics as part of the development of the strategy together with any mitigation measures to address any impacts.	<b>Actions</b>  An EqlA will be undertaken as part of the development of the strategy.  The Council will undertake review and monitoring of the strategy following its adoption.
<b>Developer guidance update for climate change</b> Professional services support to revise	Consultation will take place with stakeholders.	ALL	<b>Neutral</b>  No direct impact on any groups is expected from this work. Indirect	<b>Monitoring and Review</b>  Should significant changes be

<p>highways design guidance to support the Gloucester Climate Change Strategy. The construction and use of infrastructure accounts for most of the human generated carbon emissions to date. This work aims to reduce carbon emissions in the construction and use of new developments and to increase biodiversity.</p>			<p>impacts will depend upon the nature of changes made to the current highways design guidance and any mitigation measures.</p>	<p>recommended then, prior to revisions being incorporated into the Council's developer guidance, a full EqlA will be carried out to assess the potential impacts of the proposed changes and consider mitigating actions where appropriate.</p>
<p><b>Future infrastructure business case development fund (including M5 J9 and the Mass Rapid Transit)</b></p>	<p>The County Council will undertake extensive informal and formal public consultation across the county and beyond in connection with the major Gloucestershire Infrastructure projects.</p>	<p>ALL</p>	<p>The consultation exercise will enable the Council to consider the impact of the proposed infrastructure projects on those with the protected characteristics as part of the development of the projects together with any mitigation measures to address any impacts.</p>	<p><b>Actions</b></p> <p>The Council will undertake review and monitoring of the emerging development of the business cases.</p> <p>Individual EqlAs will be undertaken for each project.</p>
<p><b>Local Transport Plan update</b> Additional resources to support the review of</p>	<p>The County Council will undertake informal and formal public consultation as part of</p>	<p>ALL</p>	<p>The review of the Local Transport Plan will involve consideration of the impact which any</p>	<p><b>Actions</b></p> <p>An EqlA will be undertaken as part of</p>

<p>the Local Transport Plan.</p>	<p>the review of the Local Transport Plan.</p>		<p>proposed changes will have on Gloucestershire residents, including those with the protected characteristics. The consultation will enable the Council to consider the impact of the proposed changes to the Local Transport Plan on those with the protected characteristics as part of the development of the projects together with any mitigation measures to address any impacts</p>	<p>the review of the Local Transport Plan before its adoption of any changes taking into account the outcome of the public consultation.</p> <p>The Council will undertake review and monitoring of the Local Transport Plan following its review.</p>
<p><b>Hartpury-Gloucester cycle corridor feasibility</b> Additional resources to develop a feasibility report for the cycle corridor.</p>	<p>The County Council will undertake informal and formal public engagement and consultation on this project.</p>	<p>ALL</p>	<p>The consultation and engagement with residents will enable the Council to consider the feasibility for the Hartpury-Gloucester cycle corridor on those with the protected characteristics as part of the development of the scheme together with any mitigation measures to address any impacts.</p>	<p><b>Actions</b></p> <p>The Council will undertake review and monitoring of the emerging development of the feasibility for the project.</p> <p>An individual EqIA will be undertaken for the feasibility study.</p>

<b>Cost Reductions (Savings)</b>				
<p><b>Street Lighting options</b> To implement on-street lighting output to dim a proportion of street lighting equipment from 100% to 80% light output.</p>	<p>Engagement with:</p> <ul style="list-style-type: none"> <li>• services users regarding Part Night Lighting Initiatives</li> <li>• Parish Council</li> <li>• The Police</li> </ul> <p>Trials undertaken about the dimming of residential lighting.</p> <p>Night-time trials of various dimming regimes will be undertaken as part of the proposed changes.</p>	ALL	<p><b>Neutral</b></p> <p>No significant impact has been identified in implementing a 20% reduction in lighting on those with protected characteristics.</p>	<p><b>Actions</b></p> <p>An annual review of any concerns associated with the increased dimming will be considered and appropriate action taken.</p> <p>Annual comparison of road traffic accidents and crime statistics for residential areas to ensure there are no negative trends or impacts on those with the protected characteristics from the increased dimming.</p>
<p><b>Highways local – Transfer £10k per Member to capital</b></p>	<p>No specific consultation or engagement has been undertaken.</p>	ALL	<p><b>Neutral</b></p>	<p><b>Actions</b></p>

<p>Reallocation of funding allocated per County Councillor for local highway schemes.</p>	<p>However, the funding is split equally between Councillors to fund highway priorities in their communities. The works carried out will vary in each year and ward. Works on the highway benefit all users.</p>		<p>The Highways Local scheme will continue to provide an opportunity for County Councillors to help prioritise certain highway works to improve the highway network within their divisional areas. This enables them to prioritise safety led schemes which have the potential to benefit those who share the protected characteristics, in particular age, sex and disability.</p>	<p>Where relevant a specific EqlA will be undertaken to consider the equality impact as detailed proposals are developed.</p>
<p><b>Town centre &amp; residential parking schemes in line with decarbonisation</b>  Since the Council's Climate Emergency Declaration and adoption of the Gloucestershire Climate Change Strategy in 2019 the Council has been developing a carbon reduction</p>	<p>Local parking data will be reviewed and informal and formal local consultation carried out to assess the impact of proposals to change the rules applying to on street parking. This enables the Council to hear feedback from stakeholders including those with protected characteristics and to</p>	<p>ALL</p>	<p>The nature of the impact is highly dependent upon the individual scheme proposals and the degree to which local conditions provide options for mitigation where necessary. Managing parking does enable greater priority to be given to meeting the needs of vulnerable user groups such as</p>	

<p>pathway for the largest source of carbon emissions, transport and it has adopted a new Local Transport Plan. This proposal aims to ensure that the way parking is managed on street across the county is consistent with and does not undermine the Council's agreed transport policies and climate strategy.</p>	<p>consider mitigations. It is normal for an EqlA to be carried out for larger parking reviews and for consideration of the EqlA to be part of the Council's Traffic Regulation Order decision-making process.</p>		<p>elderly residents who require a carer to visit, people with disabilities who use a Blue Badge to park close to shops, and families with young children who are reliant upon public transport.</p>	
<p><b>Library &amp; Registration – efficiency savings</b></p>	<p>A full consultation will take place to assess any impact in implementing efficiency savings that may affect people with protected characteristics.</p> <p>Feedback from consultation will inform any decisions taken in implementing efficiency savings should they impact on service provision.</p>	<p>ALL</p>	<p><b>Neutral/Negative</b></p> <p>Vacancy management will be used to address the majority of the savings target and will be across both the Library and Registration services.</p> <p>A review of library and registration staffing may be undertaken if sufficient vacancy savings cannot be managed.</p>	<p><b>Actions</b></p> <p>Vacancy savings will be identified in the first instance to meet the savings target. Should the level of savings be unachievable through vacancies, a review of library and registration staffing may be undertaken.</p> <p><b>Monitoring and Review</b></p>



				Level of staffing will be monitored to ensure that service availability is not impacted. Public feedback will be monitored.
<b>Income Target</b>				
<b>Income Targets 3%</b> Review of fees and charges in line with inflation		ALL	To ensure that fees and charges keep pace with the true cost of providing services	<b>Actions</b> Where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed

Budget Area: Community Safety

Budget Change Proposal	Summary of information and data gathered, including through consultation and engagement	Protected Groups	Summary of assessment of the potential or actual impact on those with a protected characteristic(s)	Actions to further maximise the positive impact or minimise the negative impact  Arrangements for monitoring and review
<b>Cost Increases (Investment)</b>				
<p><b>GFRS Improvements</b> Investment to address the recommendation of Her Majesty's Inspectorate of Constabularies and Fire and Rescue Services (HMICFRS) inspection.</p> <p>These additional resources will see further investment targeted towards firefighter safety, improvements in prevention and protection activities; and</p>	<p>The Improvement Plan has been subject to internal consultation with staff</p>	<p>ALL</p>	<p><b>Positive</b></p> <p>The Improvement Plan highlights the role of cohesion / inclusion taking full account of important areas of development for Gloucestershire Fire and Rescue Service and takes full account of protected characteristics.</p> <p>The plan aims to improve our prevention, protection and response</p>	<p><b>Monitoring and Review</b></p> <p>Progress against the Improvement Plan will be monitored by Gloucestershire Fire and Rescue Scrutiny Committee.</p> <p>External scrutiny will also be conducted by the Fire Performance &amp; Oversight Group..</p>

importantly continue the Service's work to improve its organisational culture.			service wide to drive and enable good practice which will, in turn, have a positive impact on the elimination of discrimination, equality of opportunity and the promotion of good relations.	
<b>Cost Reductions (Savings)</b>				
None				
<b>Income Target</b>				
<b>Income Targets 3%</b> Review of fees and charges in line with inflation		ALL	To ensure that fees and charges keep pace with the true cost of providing services	<b>Actions</b> Where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed

Budget Area: Corporate Resources

Budget Change Proposal	Summary of information and data gathered, including through consultation and engagement	Protected Groups	Summary of assessment of the potential or actual impact on those with a protected characteristic(s)	Actions to further maximise the positive impact or minimise the negative impact  Arrangements for monitoring and review
<b>Cost Increases (Investment)</b>				
None				
<b>Cost Reductions (Savings)</b>				
None				
<b>Income Target</b>				
<b>Income Targets 3%</b> Review of fees and charges in line with inflation		ALL	To ensure that fees and charges keep pace with the true cost of providing services	<b>Actions</b> Where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed

### 3.2 Equality Impact Assessment of the Medium Term Financial Strategy (MTFS) 2023-2024 (Capital) – Service Users

Capital Programme	Summary of information and data gathered, including through consultation and engagement	Protected Groups	Summary of assessment of the potential or actual impact on those with a protected characteristic(s)	Actions to further maximise the positive impact or minimise the negative impact  Arrangements for monitoring and review
<b>Cost Increases (Investment)</b>				
<p><b>Capital investment in Gloucestershire infrastructure</b> The Capital Programme for 2023-24 sets out the Council’s investment in capital schemes across Adults, Children &amp; Families (schools and non-schools), Economy, Environment &amp; Infrastructure, Community Safety (Fire &amp; Rescue) and Corporate Resources</p>		ALL	<p><b>Positive</b></p> <p>It is anticipated that this investment will benefit service users/residents, including those with protected characteristics. The design and construction of buildings and facilities will ensure accessibility for those with the protected characteristics is provided.</p>	<p><b>Actions</b></p> <p>Where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed</p>

### **3.3 Equality Impact Assessment of the Medium Term Financial Strategy (MTFS) 2023/24 – Workforce**

As at 30 September 2022, 3,978 individuals were employed by the County Council, including employees from the Gloucestershire Fire and Rescue Service, but excluding those individuals who are engaged on casual or temporary contracts. The links to the relevant workforce equality reporting are provided in this document including the Annual Workforce Equality, Diversity and Inclusion Report that was published in December 2022.

The proposals within this year's MTFS do not require large scale workforce change, however there are individual proposals which will require some local service restructuring and therefore may impact the nature and number of roles. The Council provides a toolkit and specialist HR (Human Resources) advice to assist managers when planning restructures and other organisational change projects. This helps to ensure that the process of change management is carried out fairly and on an equitable and transparent basis, incorporating the principles of the Public Sector Equality Duty and other statutory requirements. This toolkit is kept under review and updated as necessary to ensure it remains relevant and legally compliant. The Council proactively seeks to minimise compulsory redundancy via the use of redeployment.

The Council will continue to support the retention of staff. To achieve this, we offer and promote a range of flexible working practices and family friendly policies as well as agile working. We continue to operate voluntary purchase of additional leave and voluntary reduction to working hour's schemes, which were initially launched in 2013 and have been extended due to their popularity. We also provide several sacrifice schemes and other staff benefits. We actively promote our hard to fill professional roles and are reviewing our pay and reward scheme to ensure that it is fit for purpose and attracts a wide range of candidates including those with protected characteristics. We are a Disability Confident employer and have signed the Race at Work charter.

The Council communicates and engages with staff through a variety of processes including employee voice groups, staff networks, formal consultation and negotiations with Trade Unions, internal communications channels and team meetings.

The Council is in the second year of the three-year action plan and continues to develop actions for the future; this includes having regard to the Equality Framework for Local Government to inform the future equality strategies.

We have employee networks for black, asian and minority ethnic employees; employees with caring responsibilities; employees with disabilities; lesbian, gay, bisexual and transgender employees and young employees. The Dignity at Work network is one of the initial points of contact for any employee who believes they are experiencing bullying and harassment in the workplace.

The Employee Networks have continued to engage and support workforce equality projects alongside our colleagues in Human Resources and Organisational

Development. The Employee Networks provided input on this Workforce Equality Report, providing feedback on the findings, suggesting recommendations, and agreeing terminology.

Support is provided through the Occupational Health and Safety services, including professional face to face counselling to support staff in appropriate cases. The Council continues to sign up to the Mindful Employer Charter and the Occupational Health team keeps support and advice under review to enable managers and staff to have relevant information available. A Health and Wellbeing Action Plan was agreed in 2019 and this is currently being implemented.

During the pandemic, we have piloted programmes to proactively encourage employees to improve their health and reduce the potential for future physical and mental health problems. Some of these programme are on-going. We have also introduced MIND (managing mental health at work) training for all managers. In addition, we have proactively worked with managers to help them support their teams recognising that this was a very difficult period for many individuals and families, and this has had an impact on both physical and mental health. To support the ‘cost of living’ crisis, we have offered support through the Employee Assistance Programme.

#### 4 Planned Actions

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
Ensuring the Council has due regard to its equality duties set out in the Equality Act 2010	Ensure that due regard is given as appropriate during the year as the proposals in the budget are developed in detail and implemented	April 2023- April 2024	Relevant Directors

#### 5 Monitoring and review


The following processes/actions will be put in place to keep this ‘activity’ under review:
The Council Strategy and MTFs include clear priorities for the coming years. These include measures of success which are incorporated into strategic performance reports which in turn are monitored on a regular basis and reported to the Corporate Leadership Team (CLT) and the Corporate Overview & Scrutiny Committee.

#### 6 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	Mandy Quayle Director of People and Digital Services
Date	13/01/2023

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 Lynden Stowe Deputy Leader and Cabinet Member for Finance and Change
Date	16.1.23

## Appendix 1 – Service User Data

Details of service users affected by the proposed activity



Protected Characteristic	Service User Data
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The Commissioning Intentions (Annex 1 of the MTFS) include a ‘needs analysis’ section.

Equality information for the county is available on the Council’s website:  
[Equality information and analysis - Gloucestershire County Council](#)

This includes the following reports:

- [Population Profile 2022](#)
- [Gloucestershire Equality and Diversity data \(on Inform Gloucestershire\)](#)
- [Service User Diversity Report 2021/22](#)

The Office for National Statistics (ONS) data from the [2021 Census](#) and [2011 Census](#) provide the most robust breakdown of the county's population within these particular equality groups.

The [Office for National Statistics](#) also publishes mid-year Population Estimates annually.

Some new data from the 2021 Census is now available and we are anticipating the remainder to become available in the first quarter of 2023. The new data will be published on [Inform Gloucestershire](#) shortly after release.

Age & Sex	<p>Inform - Demography and migration (incl. Population by Age and Sex):  <a href="#">Demography and migration - Inform (gloucestershire.gov.uk)</a></p> <p>Source data:  ONS Census 2021:  <a href="#">Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)</a>  <a href="#">Demography and migration data, England and Wales - Office for National Statistics (ons.gov.uk)</a></p> <p>Inform – Mid-year Population Estimates:  <a href="#">Population figures - Inform (gloucestershire.gov.uk)</a></p> <p>Source data:  ONS Mid-year Population Estimates:  <a href="#">Estimates of the population for the UK, England and Wales, Scotland and Northern Ireland - Office for National Statistics (ons.gov.uk)</a></p>
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	<p>Inform - Population Projections:  <a href="http://gloucestershire.gov.uk">Population projections - Inform (gloucestershire.gov.uk)</a></p> <p>Source data:  ONS Subnational Population Projections:  <a href="http://nomisweb.co.uk">Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)</a>  <a href="http://ons.gov.uk">Population projections for local authorities: Table 2 - Office for National Statistics</a></p>
Disability	<p>Source data:  People aged 65 and over predicted to have dementia.  People aged 65 and over predicted to have a learning disability.  Poppi:  <a href="http://poppi.org.uk">Projecting Older People Population Information System (poppi.org.uk)</a></p> <p>People aged 18-64 predicted to have a learning disability.  Pansi:  <a href="http://pansi.org.uk">Projecting Adult Needs and Service Information System (pansi.org.uk)</a></p> <p>Learning Disability Profile, Office for Health Improvement and Disparities (OHID):  <a href="http://phe.org.uk">Learning Disability Profiles - OHID (phe.org.uk)</a></p> <p>Gloucestershire GPs registered patients with learning disability.  National General Practice Profiles, OHID:  <a href="http://phe.org.uk">National General Practice Profiles - Data - OHID (phe.org.uk)</a></p> <p>Vision and hearing impairments.  National General Practice Profiles (data from GP Patient Survey), OHID:  <a href="http://phe.org.uk">National General Practice Profiles - Data - OHID (phe.org.uk)</a></p> <p>Public Health Outcomes Framework, OHID:  <a href="http://phe.org.uk">Public health profiles - OHID (phe.org.uk)</a></p>
Race	<p>Inform - Ethnic group, national identity, language and religion:  <a href="http://gloucestershire.gov.uk">Ethnic group, national identity, language and religion - Inform (gloucestershire.gov.uk)</a></p> <p>Source data:  ONS Census 2021:  <a href="http://nomisweb.co.uk">Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)</a>  <a href="http://ons.gov.uk">Ethnic group, national identity, language, and religion: Census 2021 in England and Wales - Office for National Statistics (ons.gov.uk)</a></p>

<p>Marriage &amp; civil partnership</p>	<p>Inform - Demography and migration (incl. Legal Partnership Status):  <a href="http://gloucestershire.gov.uk">Demography and migration - Inform (gloucestershire.gov.uk)</a></p> <p>Source data:  ONS Census 2021:  <a href="http://nomisweb.co.uk">Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)</a>  <a href="http://ons.gov.uk">Demography and migration data, England and Wales - Office for National Statistics (ons.gov.uk)</a></p>
<p>Religion or Belief</p>	<p>Inform - Ethnic group, national identity, language and religion:  <a href="http://gloucestershire.gov.uk">Ethnic group, national identity, language and religion - Inform (gloucestershire.gov.uk)</a></p> <p>Source data:  ONS Census 2021:  <a href="http://nomisweb.co.uk">Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)</a>  <a href="http://ons.gov.uk">Ethnic group, national identity, language, and religion: Census 2021 in England and Wales - Office for National Statistics (ons.gov.uk)</a></p>
<p>Gender reassignment</p>	<p>Source data:  GIRES (Gender Identity Research &amp; Education Society):  <a href="http://gires.org.uk">Individual Help – Gender Identity Research &amp; Education Society (gires.org.uk)</a>  GIRES (2009) Gender Variance in the UK- Update 2011.  <a href="http://gires.org.uk">Prevalence2011.pdf (gires.org.uk)</a></p>
<p>Pregnancy &amp; maternity</p>	<p>Source data:  ONS, live births in England and Wales down to local authority local area:  <a href="http://nomisweb.co.uk">Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)</a>  <a href="http://ons.gov.uk">Births in England and Wales: summary tables - Office for National Statistics (ons.gov.uk)</a></p>
<p>Sexual orientation</p>	<p>Source data:  ONS Sexual Orientation:  <a href="http://ons.gov.uk">Sexual orientation, UK - Office for National Statistics (ons.gov.uk)</a></p>

## Appendix 2 – Gloucestershire County Council Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of County Council staff affected:
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Age	<p>Equality information is available on the Council's website: <a href="#">Equality information and analysis - Gloucestershire County Council</a></p> <p>This includes the following documents regarding the workforce:</p> <ul style="list-style-type: none"> <li>▪ <a href="#">Workforce Equalities, Diversity &amp; Inclusion Report (Census date February 2022)</a></li> <li>▪ <a href="#">Gender Pay Gap 2021 – Data Overview</a></li> <li>▪ <a href="#">Gender Pay Gap 2021 - Narrative</a></li> </ul>
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	