

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Children and Families
Service area	Commissioning
Title of the activity being assessed i.e., the strategy, plan, policy or service	Sufficiency Strategy Children Services
Brief outline of the proposal(s)	<p>This paper outlines Gloucestershire County Councils Children Services Sufficiency Strategy Home@theHeart</p> <p>Local authorities have a statutory duty to take steps to secure, so far as it is reasonably practicable, sufficient accommodation within the authority's area and where necessary further afield which meets the needs of its Children in Care and must include their plans for meeting the sufficiency duty within relevant commissioning strategies</p> <p>Gloucestershire County Council is determined to improve the choice of good quality local homes for children and as part of a whole system improvement journey, to improve outcomes for children and young people. This requires amongst other things, proactive engagement with providers and market shaping. The Sufficiency Strategy is an important tool to help achieve this.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text"/></p>
Decision to be taken and decision maker	To seek approval from Cabinet for the formal publication and implementation of the proposed Sufficiency Strategy Home@theHeart for Gloucestershire Children's Services

Person(s) responsible for completing this assessment	Andy Dempsey
Date of this assessment	12/12/2022

2. Information Gathering

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

Research, Consultation and Engagement	
Service users	<p>To ensure the strategy is robust we have drawn on a wide range of available data and evidence. This includes historical trend and comparator data; we have also drawn on evidence around best practice both nationally and from those who have a detailed knowledge of our local services.</p> <p>In developing the Sufficiency Strategy: Home@theHeart, we carried out an extensive consultation which was wider than that undertaken in 2018. There was engagement with care experienced young people as well as providers and in-house foster carers to capture different aspects of developing and sustaining homes for children in care.</p>
Workforce	Engagement sessions were held with foster carers, providers and professionals.
Partners	Health Education Police
Other	

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidence how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
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Age	This is a county wide proposal strategy to meet the needs of all children and young people in care from 0-25 years.	Developing our care capacity will enable us to meet needs, risks and circumstances in a more child centred manner, including where age is a factor.
Disability	The strategy will support children and young people in care who have a disability of additional need, ensuring services are inclusive and accessible.	Developing our care capacity will enable us to meet needs, risks and circumstances in a more child centred manner, including where disability is a factor.
Sex	This is a county wide proposal strategy to meet the needs of all children and young people in care, including positive strategies to support work with girls and young women in care	Developing our care capacity will enable us to meet needs, risks and circumstances in a more child centred manner, including support for girls and young women in care.
Race	The strategy identifies that children from ethnic minority backgrounds are over-represented amongst children in care compared to the local population, reflecting a national trend.	Developing our care capacity will enable us to meet needs, risks and circumstances in a more child centred manner, including where ethnicity is a factor. This will work alongside our Continuous Improvement Plan which aims to address disproportionality which might be (inadvertently) through practice.
Gender reassignment	This information is not currently collected	No identified significant impacts
Marriage & civil partnership	This information is not currently collected	No identified significant impacts
Pregnancy & maternity	This is a county wide proposal strategy which will incorporate intensive support for teenage mothers and fathers (in academic years 11 & 12) and pregnant young women from the same age range, including those in care.	Developing our care capacity will enable us to meet needs, risks and circumstances in a more child centred manner, including where pregnancy and support for teenage mothers and fathers might be needed.
Religion and/or belief	This information is not currently collected	No identified significant impacts

Sexual orientation	The county wide strategy includes proposed support for all young people including LGBT+	No identified significant impacts
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4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
The revised Sufficiency Strategy aims to address a range of needs that our data and needs analysis shows are evident in our care/care population. These include ethnicity, disability and mother and baby assessment capacity.	The provider market is not effectively meeting the diverse needs of our CiC/Care Leaver population, requiring a more assertive and interventionist approach as set out the revised Sufficiency Strategy.

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	There are a range of individual projects that aim to address the range of needs evidenced by the data and engagement with partners, young people and carers.	In a phased manner over the course of the strategy, following approval.	Wendy Williams


6. Monitoring and review

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

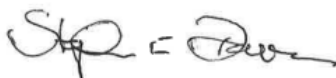
The implementation of the new Sufficiency Strategy will be led by the Children and Families integrated Commissioning Hub, with progress overseen by Children's Services Senior Leadership, Children's Services Continuous Improvement Board (CIB) and CFOSG.

7. Officer / Decision-maker Sign off

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

Signature of Senior Officer	
Name of Senior Officer	Andy Dempsey
Date	11.12.2022

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate, and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies
Date	12.12.2022

8. Publication

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

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>The predominant users of this service will children in care and care leavers open to Children’s Social Care.</p> <p>The population of Gloucestershire is approximately 640,550, with an estimated 142,868 children and young people aged between 0-19 living in Gloucestershire (Source: <u>Mid-2020 Population Estimates, Office for National Statistics</u>).</p> <p>As of December 2022, there were circa 876 children in care aged 0-17. (Source: GCC web reports).</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>According to the 2021 Census, 16.7 % of Gloucestershire residents reported having a long-term limiting health problem, this was below the national average – 17.6%. Across the age ranges – 3.1% 0-15yrs, 7.8% 16-49yrs, 18.3% 5-64yrs and 49% aged 65yrs plus report having a long-term limiting health problem.</p> <p>Children and young people</p> <p>The children in need census as of 31 March 2022 showed that there were 404,310 children in need in England of whom 8% were recorded as having a disability, which is greater than local at 7%. At that time 50,920 children were subject to a child protection plan of whom 5% were recorded as having a disability. Children with a recorded</p>

	<p>disability were therefore less likely to be the subject of a child protection plan than other children in need.</p> <p>In Gloucestershire of the 876 children in care in December 7% have a disability. (ChAT).</p> <p>In Gloucestershire 5,329 children and young people have an Education, Health and Care Plan as of December 2022.</p> <p>There will be a separate contract in place for the provision of non-verbal interpretation therefore the number of severely hearing-impaired service users is likely to be low.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>The overall gender split (whole population) in Gloucestershire is slightly skewed with 51% of the population being female. As age increases the gender difference become more significant where women account for 65.9% of the population aged 85+. Women are also more likely to head lone parent households with dependent children. There is a higher proportion of women accessing and receiving social care services.</p> <p>Boys are over-represented in our children in care cohort with around 56% being male. This proportion has been stable over time and is broadly in line with comparators.</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>All services users will not have English as their first language.</p> <p>According to the ONS 2021 Census 93.1% of Gloucestershire residents are White British/White Other, 2.9% Asian/Asian British, 1.2% Black/Black British and 2.2% Mixed/Multiple Ethnic.</p> <p>White Other often refers to Eastern European residents and as Polish is the second most prevalent language spoken in the county next to English, where possible I have separated these for this report.</p> <p>Gloucester City and Cheltenham have the largest proportion of BME communities in the County, however there are also pockets of diverse communities in rural parts of the county and engagement of these communities will need to be addressed as part of the communication strategy.</p> <p>In Gloucestershire after English, Polish is the first language most commonly spoken at home, followed by Gujarati,</p>

	<p>Czech, Malayalam, Bengali, Portuguese, Urdu, Chinese, Tagalog/Filipino and Slovak. Over 100 languages have been identified as being spoken in the county.</p> <p>The management information collated over the last three years shows that the languages most often requiring interpreting within Gloucestershire are currently Czech, Polish, Portuguese, Bulgarian, Arabic, Pashto and Kurdish.</p> <p>Within our Children in Care population 78% are White, 12% of Mixed heritage, 3% Asian/Asian British, 4% Black or Black British and 2% Other – the remainder not stated/not recorded.</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>We do not collect data against certain protected characteristics of service users, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. There are no official estimates of gender reassignment at either national or local level, making it difficult to obtain a true reflection of this population.</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>Just over 50.2% of Gloucestershire’s residents aged 16+ are married, this is higher than the national average. The proportion of the population who are divorced or widowed also exceeds the national average, while the proportion of people who are single or separated is below the national average.</p> <p>There is considerable variation in marital status between the age groups, with those aged 16-24 most likely to be single and those aged 65+ most likely to be widowed. This may have an impact on the family support people have available to them and the level of support they require from elsewhere.</p> <p>Service User Diversity Report 2021/22</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>We do not collect data against certain protected characteristics of service users, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>63.5% of residents in Gloucestershire are Christian. This is followed by ‘no religion’ which accounts for 26.7% of the total population.</p> <p>Gloucestershire has a higher proportion of people who are Christian, have no religion or have not stated a</p>

	<p>religion than the national average. In contrast it has a lower proportion of people who follow a religion other than Christianity, which reflects the ethnic composition of the county.</p> <p>We do not collect data against certain protected characteristics of children, young people and families specifically relating to their religion or beliefs.</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>We do not collect data against certain protected characteristics of service users, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity.</p>

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	Not affected
Disability	Not affected
Sex	Not affected
Race	Not affected
Gender reassignment	Not affected
Marriage & civil partnership	Not affected
Pregnancy & maternity	Not affected
Religion and/or belief	Not affected
Sexual orientation	Not affected

