

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	EE&I
Service area	Sustainability (Environment & Waste)
Title of the activity being assessed i.e. the strategy, plan, policy or service	Gloucestershire Climate Change Strategy 3rd Annual Report & 5-Year Action Plan 2023/24 – 2027/28
Brief outline of the proposal(s)	<p>To make progress towards achieving:</p> <ul style="list-style-type: none"> • By 2045 a carbon neutral county that provides quality of life now and for future generations, having improved the quality of our natural environment. • By 2030 to have reduced the county’s carbon emissions by 80% on 2005 <p>And for the county council:</p> <ul style="list-style-type: none"> • to reduce its carbon emissions (buildings, street lighting, fleet, business travel) by 80% by 2030 on 2006/07; and • to aim for 100% (‘Net Zero’) by 2030 through carbon offsetting.
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" value="Businesses and Visitors"/></p>
Decision to be taken and decision maker	<p>That Cabinet:</p> <ol style="list-style-type: none"> 1. Notes the overall emissions for the County Council and for Gloucestershire outlined in this report and in Annex 1; 2. Notes the progress and planned key actions outlined in this report and in Annex 1; and 3. Approves the outline five-year Action Plan (Annex 1, Appendix 2), to be reported to Leadership Gloucestershire’s Climate Leadership Group.
Person(s) responsible for completing this assessment	Peter Wiggins, Outcome Manager - Sustainability
Date of this assessment	14 December 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>The current Gloucestershire Climate Change Strategy adopted in December 2019 was developed building on the outcomes of a number of community engagement initiatives:</p> <p>‘Gloucestershire 2050’, launched February 2018, a county-wide Big Conversation led by Leadership Gloucestershire to explore ideas and shape our long-term future together, with around 2,500 responses. As a result, Leadership Gloucestershire endorsed the following Vision for Gloucestershire 2050:</p> <p>“Gloucestershire: a great place to live, work and do business, with a thriving future.”</p> <p>It also sets out what a thriving future means, including “...a sustainable county: we will see more efficient use of resources and more use of sustainable energy.”</p> <p>Gloucestershire Youth Climate Panel (now Group) established 2019 by the county council (GCC) following the Climate Change Summit held in May 2019 (see Partners below), from 15–25-year-olds across the county. They were directly involved in reviewing the draft strategy, adopted by Cabinet in December 2019.</p> <p>GCC Gloucestershire Climate Change Consultation, September 2019, which comprised a series of questions to understand attitudes to climate change and potential actions; 1,000 residents (representative by population across the districts, by age and by gender) and 200 businesses responded to the telephone survey, with 2,293 online surveys completed. The conclusions being that:</p> <ul style="list-style-type: none"> • There was a lot of concern about climate change amongst both residents and businesses. <ul style="list-style-type: none"> ○ 84% of residents, 88% of businesses; 97% online responses said that they were concerned about the impact of climate change (either a lot or a little). • A high proportion of residents and businesses believed they understand what is meant by the term carbon neutral. • Whilst many believed it possible to be carbon neutral by 2050 (now 2045), there was some concern that the aim was unrealistic and the difficulty of getting everyone on board to make the changes. • Residents and businesses were clearly aware of the benefits of reducing the effects of climate change and were aware of changes that would have the greatest impact. However, businesses felt their main contribution would be to recycle more.

Research, Consultation and Engagement

Service users
(continued)

- Most were open to the suggestions made in terms of encouraging carbon footprint reduction.
- The nature of the self-selecting sample of the online survey meant that these respondents were more concerned and more knowledgeable than residents from the telephone survey.

[Local Government Association \(LGA\) Residents Satisfaction Polling of 1,000 people, November 2021](#). It asked: 'Thinking specifically about the environment, who do you trust most to take action on climate change, such as on transport, housing and education, and make a difference in your local area?' 40% said their local council.

Budget Consultation December 2021:

Following the publication of the draft GCC budget proposals in December 2021, a public consultation was launched. The consultation outlined our budget proposals and also sought feedback on the Council's draft priorities. In the consultation 60% of respondents agreed with our draft budget proposals

Of the Council priorities 67% of respondents agreed with GCC priorities, which includes Tackling Climate Change. We also received 197 comments about our priorities which amongst others included: *More investment into climate change and protecting the environment, active travel – more investment needed to improve cycle paths and public footpaths and help reduce the amount of traffic on the roads, better recycling, Electric Vehicles (EV).*

[Gloucestershire-wide Youth Survey](#) July to October 2022, carried out by the InterClimate Network as outlined in this Cabinet report. Nearly 3,000 young people responded from schools and communities across Gloucestershire. The key findings are outlined below, with the findings report attached as Annex 1, Appendix 4 of this cabinet report.

- More than 8 in 10 young people are concerned about climate change.
- More than 8 in 10 (86%) young people support council action on climate change.
- 3 in 4 young people are already choosing to act on climate change.
- The top 5 actions likely to gain further support are:
 - 1) Reduce energy use.
 - 2) Reduce, reuse, recycle.
 - 3) Improve travel and transport.
 - 4) Help protect and improve nature.
 - 5) Think about the impact of what we buy and use.

Research, Consultation and Engagement	
Service users (continued)	<ul style="list-style-type: none"> • Young people are inspired to act by schools, working together and their families. • Young people want more joined-up action – systemic change as well as individual action, with more national-level leadership on climate action, and for responsibility and action to be shared fairly across society. • Young people can be enabled to take more climate action by ensuring they have: <ol style="list-style-type: none"> 1) Enough opportunity to act. 2) A supportive community of action. 3) Knowledge about actions and their impact. 4) The motivation to feel positive that individual action can make a difference. • Three key motivators for action: <ol style="list-style-type: none"> 1) Install more equipment to make it easier to take action. 2) Track results, showcase the positive impact of actions. 3) Rewards and competition to encourage action. <p>GCC receives ongoing feedback from residents via social media and by email, which influence the development of actions under the 5-year rolling action plan.</p>
Workforce	<p>GCC receives ongoing feedback from staff through initiatives and campaigns, which influence the development of actions under the 5-year rolling action plan. These include:</p> <ul style="list-style-type: none"> • NUS ‘Green Impact’ programme, 3-year programme to 2019 where teams across GCC worked toward Bronze, Silver and Gold awards for sustainable actions. • ‘Greener Champions’ network launched 2022 across GCC to promote sustainable actions in the workplace. • ‘Carbon Literacy’ training pilot 2022 delivered to 55 officers from the Corporate Leadership Team, Economy Environment & Infrastructure Directorate (including business partners from support services including Finance, HR, Property Services), and Democratic Services. Procurement planned to roll this out further. • Staff Travel surveys, most recent 2022. • Ongoing presentations to service teams across GCC. • Induction of new starters includes Climate Change awareness and discussion.
Partners	<p>GCC’s current Gloucestershire Climate Change Strategy adopted in December 2019 was developed by building on a number of partner engagement initiatives:</p> <p>Gloucestershire Sustainable Energy Strategy adopted by Gfirst Local Enterprise Partnership (LEP) January 2019, commissioned by GCC on behalf of the LEP Energy Business Group. It sets out</p>

Research, Consultation and Engagement	
Partners (continued)	<p>the key changes required and a roadmap for securing a carbon neutral Gloucestershire by 2050.</p> <p>Gloucestershire Climate Change Summit May 2019, jointly hosted by GCC and Gfirst LEP, with around 120 people from across the county. The summit included representatives from the planning, infrastructure, and construction industries, Public Health, young people and sustainable energy experts. The day looked at how everyone in the county can contribute to creating a sustainable future, calling on communities to help deliver the ambitions of the Gloucestershire Sustainable Energy Strategy. This included a presentation on development of the Air Quality & Health Strategy, where there is a lot of cross-over with climate change issues and opportunities. A direct outcome was the formation of the Gloucestershire Youth Climate Panel (see service users).</p> <p>Gloucestershire Air Quality & Health Strategy adopted May 2019. Its vision is “For organisations, professionals and the public across Gloucestershire to work together to improve air quality in the county and reduce the impact of air pollution on human health and the environment. To contribute to the vision of Gloucestershire as a prosperous, happy, healthy, and sustainable county.” It identifies six key strategic areas for delivery: public engagement; air quality monitoring and information; active travel; policy and planning; Ultra-Low Emission Vehicles (ULEVs); and cleaner fleets & public transport. Many of the measures that will reduce harmful exhaust emissions will not only improve local air quality but will also reduce transport-generated carbon emissions and help mitigate global warming.</p> <p>Climate Leadership Gloucestershire, established by Leadership Gloucestershire in November 2021, works to provide strategic coordination across a set of priority themes. CLG membership comprises senior officers and politicians from the county and district councils, the NHS, Gloucestershire Constabulary, and other local stakeholders such as the Local Nature Partnership. The high-level themes for action are adaptation, biodiversity, food & farming, transport, energy, planning, retrofit, waste, economy and behaviour change. As the local transport authority and highway authority for Gloucestershire, the County Council leads on the transport theme. GCC also takes an active role within each of the other priority themes identified by CLG, with actions reflected the 5-year rolling Action Plan (Annex 1, Appendix 2 of this report).</p>
Other	

3. Equality Assessment

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

Protected Characteristic	Service Users	Workforce
Age, Sex, Race	<p><u>Very young and elderly</u> - climate change poses more of a risk, because the effects of extreme heat and extreme cold are more likely to have a detrimental impact on their health.</p> <p><u>Young people</u> – as climate change is expected to get more extreme with time, if unaddressed it will have a greater impact.</p> <p>Improved through improving access to and the resilience of services, infrastructure and communities to the impacts of extreme weather events.</p>	No identified significant impact
Disability, Pregnancy & maternity	<p>Climate change poses more of a risk because the effects of extreme heat and extreme cold are more likely to have a detrimental impact on their health.</p> <p>Improved through improving access to and the resilience of services, infrastructure and communities to the impacts of extreme weather events.</p>	Improved through improving the energy efficiency and resilience of premises and services, including staff being able to work from home.
Gender reassignment, Marriage & civil partnership, Sexual orientation	No identified significant impact	

Protected Characteristic	Service Users	Workforce
Religion and/or belief	Positive, in that addressing climate-related issues is in keeping with the philosophy of many religions.	

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
None	

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
All protected characteristics (positive)	Further integration of climate change into the Council's decision-making process, with a focus on services for protected characteristics more at risk of a disproportionate impact – those on low incomes, young people, vulnerable people especially the young and the elderly, and people with additional learning, physical and mental needs.	Ongoing	Head of Environment & Waste
All protected characteristics (positive)	Review the Engagement Strategy seeking to monitor and improve engagement with residents and staff. An Annual review of the Strategy Action Plan and where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed.	Ongoing	Head of Environment & Waste

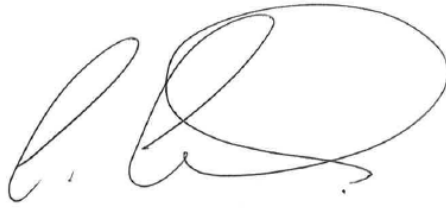
Potential impact (positive or negative)	Action	By when	Owner
All protected characteristics (positive)	Champion improved outcomes for all protected characteristics through the work of Climate Leadership Gloucestershire	Ongoing	Cabinet Member, Environment & Planning
All protected characteristics (positive)	Revised strategy to be developed in 2024/25, which will include a consultation and an equalities impact assessment	Cabinet, December 2025	Head of Environment & Waste

6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
The 5-year rolling action plan will be reviewed annually as part of the annual report to Cabinet, including by Environment Scrutiny Committee and the Gloucestershire Youth Climate Group.

7. Officer / Decision-maker Sign off

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

Signature of Senior Officer	
Name of Senior Officer	Colin Chick
Date	11.01.2023

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 David Gray
Date	11.1.23

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>Analysis of the 2011 Census shows that Gloucestershire residents aged 65 or over were more likely than those under 65 to:</p> <ul style="list-style-type: none">• have a long-term limiting illness;• be in poor health;• be living on their own;• be without access to a car;• be providing unpaid care of 50 hours or more a week;• be living in a household without central heating; <p>People aged 50 or over were more likely than those under 50 to:</p> <ul style="list-style-type: none">• be living on their own;• be providing unpaid care;• have no qualifications. <p>There are differences in outcomes between older and younger people in a number of areas including health, caring, risk of isolation and housing.</p> <p>Gloucestershire’s ageing population will have financial and resource implications, as this is the age at which GCC adult care and other service support are most likely to be required. It will also have some benefits, as a result of the positive contribution older people make to society. Older people make up much of the formal volunteer workforce, delivering many services to other residents and they also provide most informal care to other older people</p> <p>Source: equality-profile-2020-final.pdf (gloucestershire.gov.uk)</p>

Protected Characteristic	Service User Data and Information																				
Age (continued)	<p>Gloucestershire population estimates:</p> <table border="1" data-bbox="483 376 1111 568"> <thead> <tr> <th></th> <th>0-19</th> <th>65 and over</th> <th>90+</th> </tr> </thead> <tbody> <tr> <td>Mid-2020</td> <td>22%</td> <td>22%</td> <td>1%</td> </tr> <tr> <td>2025¹</td> <td>22%</td> <td>23%</td> <td></td> </tr> <tr> <td>2030²</td> <td>22%</td> <td>25%</td> <td></td> </tr> <tr> <td>2043³</td> <td>21%</td> <td>28%</td> <td></td> </tr> </tbody> </table> <p>¹ 2025, revised strategy due to be published. ² 2030, Gloucestershire target to reduce carbon emission by 80% on 2005. ³ 2043, Gloucestershire target to be Net Zero by 2045.</p> <p>Source data:</p> <ul style="list-style-type: none"> • Inform - Population by Age and Sex: https://www.gloucestershire.gov.uk/inform/population/population-figures/county-and-district-data/ • Inform - Population Projections: https://www.gloucestershire.gov.uk/inform/population/population-projections/ 		0-19	65 and over	90+	Mid-2020	22%	22%	1%	2025 ¹	22%	23%		2030 ²	22%	25%		2043 ³	21%	28%	
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Sex <i>percentage/profile of service users who are male and who are female</i>	<p>The overall population split by sex in Gloucestershire (2018) is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%. This situation is also reflected at district, regional and national level.</p> <p>The sex of an individual, combined with additional factors such as living alone, may affect their health and social care needs. Individuals may also experience discrimination and inequalities because of their sex.</p> <p>A report by the European Social Survey found 24% of respondents had experienced prejudice based on their sex. Discrimination on the grounds of sex was reported by more respondents than discrimination based on ethnicity.</p> <p>A recent report in 2020 by the United Nations Development Programme (UNDP) states that gender disparities are still persistent. The report states and that 91% of men and 86% of women worldwide show at least one</p>																				

Protected Characteristic	Service User Data and Information
Sex (continued)	<p>clear bias against gender equality in areas such as politics, economic, education, intimate partner violence and women's reproductive rights.</p> <p>Although there are slightly more males than females in the 0-19 year old age band, as age increases, females outnumber males by an increasing margin. In Gloucestershire in 2018, 52.9% of people aged 65-84 were female, whilst for people aged 85+ the difference was more marked with females accounting for 64.0% of the total population; this difference is observed at district, regional and national level. As a result of this, 71% of single pensioner households are shown to be headed by a woman. However, the proportion of men in the older population is increasing as the life expectancy of men increases; thus amongst the population aged and over in Gloucestershire, the proportion of men increased from 31.5% in 2008 to 36.0% in 2018.</p> <p>Outcomes by sex</p> <p>Analysis of the 2011 Census shows that in Gloucestershire:</p> <ul style="list-style-type: none"> • Women were more likely than men to head lone parent households with dependent children. In Gloucestershire, 89.9% of such households were headed by a woman, a figure which was in line with the national figure. • Women were more likely than men to be living in a household without access to a car, and to be living in a single person household. • Amongst people aged 50-64, women were more likely than men to be providing unpaid care. Amongst people aged 65 and over, men were more likely than women to be providing unpaid care. • Amongst people aged 16-24, men were more likely than women to have no qualifications. Amongst people aged 25-34, women were more likely than men to have a level 4 qualification (a degree or higher). • Amongst people aged 25-64, men were more likely than women to be in higher managerial, administrative or professional qualifications. <p>Analysis of health data for Gloucestershire shows that:</p> <ul style="list-style-type: none"> • men have a shorter life expectancy than women; • men had a very slightly longer healthy life expectancy than women in 2016-18;

Protected Characteristic	Service User Data and Information															
Sex (continued)	<ul style="list-style-type: none"> • the difference in life expectancy between men and women is greater in the most deprived decile of Gloucestershire compared with the least deprived decile; • men have higher mortality rates than women from causes considered preventable; • men have higher suicide rates than women; <p>What does this tell us?</p> <ul style="list-style-type: none"> • The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 49.1% of the population and females accounting for 50.9%. • As age increases differences become more noticeable, with females outnumbering males by an increasing margin. • These differences have resulted in the majority of single pensioner households being headed by a woman. • Females are also more likely to head lone parent households with dependent children. • There are differences by sex in the provision of unpaid care and access to a car/van. • There are differences by sex in life expectancy, mortality from preventable causes, and suicide. <p>Source: equality-profile-2020-final.pdf (gloucestershire.gov.uk)</p> <p>Gloucestershire population estimates</p> <table border="1" data-bbox="483 1050 1270 1166"> <thead> <tr> <th>Mid-2020</th> <th>All ages</th> <th>0-19</th> <th>65 and over</th> <th>90+</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>49%</td> <td>11%</td> <td>10%</td> <td>0.3%</td> </tr> <tr> <td>Female</td> <td>51%</td> <td>11%</td> <td>12%</td> <td>0.7%</td> </tr> </tbody> </table> <p>Source data:</p> <ul style="list-style-type: none"> • Inform - Population by Age and Sex: https://www.gloucestershire.gov.uk/inform/population/population-figures/county-and-district-data/ 	Mid-2020	All ages	0-19	65 and over	90+	Male	49%	11%	10%	0.3%	Female	51%	11%	12%	0.7%
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Protected Characteristic	Service User Data and Information
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability; 7.3% reported that their activities were limited ‘a lot’ and 9.5% reported their activities were limited ‘a little’.</p> <p>The Forest of Dean had the highest proportion of residents reporting a long-term limiting health problem at 19.6% of the total population, and was the only district that exceeded the national figure.</p> <p>As age increases, the proportion of respondents reporting a limiting long term health problem increases. In Gloucestershire 18.3% of people aged 50-64 reported a limiting long term health problem, this increased to 49.0% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.</p> <p>Dementia is one of the major causes of disability in older people. Estimated projections suggest that in 2020 there will be approximately 9,911 people aged 65+ living with dementia in Gloucestershire. Incidents of dementia increase with age - people aged 65-69 account for 6.2% of dementia sufferers over 65 in Gloucestershire; this increases to 21.8% for the 85-89 age group. Given the ageing population the number of dementia sufferers will increase in the future.</p> <p>Estimated projections suggest that in 2020 there will be approximately 11,913 people aged 18+ living with a learning disability in Gloucestershire equating to 2.3% of the adult population. About 2,437 are estimated to have moderate or severe learning disabilities, 0.5% of the adult population. 4,955 school pupils in Gloucestershire (5.2%) were known to have a learning disability in 2018; 4,224 had a moderate learning disability and 574 had a severe learning disability.</p> <p>Evidence shows that people with learning disabilities have poorer health than the general population, much of which is avoidable, and that the impact of these health inequalities is serious; people with learning disabilities are three times as likely as people in the general population to have a death classified as potentially avoidable through the provision of good quality healthcare. Men with learning disabilities die on average 13-20 years younger than men in the general population and women with learning disabilities die on average 20-26 years</p>

Protected Characteristic	Service User Data and Information
Disability (continued)	<p>younger than women in the general population. These inequalities result to an extent from the barriers which people with learning disabilities face in accessing health care.</p> <p>Vision and hearing impairments affect people from all sections of society and across all age groups. In 2019 approximately 1.4% of the 16+ population in Gloucestershire reported blindness or partial sight. During the same period 6.8% of the population aged 16+ reported deafness or hearing loss. As people get older they become increasingly likely to suffer from hearing and vision impairments; given the ageing population this means the number of people affected by these conditions is likely to increase in the future.</p> <p>Outcomes by disability The 2011 Census found that people in Gloucestershire with a long-term limiting illness or disability were more likely than people without such illnesses or disabilities to be providing unpaid care, to be living in a household without access to a car or van and to be living in social housing. Amongst people aged 25 or over, people with long-term limiting illnesses or disability were more likely than others to have never worked and to be in routine occupations and were less likely to be in managerial positions.</p> <p>What does this tell us?</p> <ul style="list-style-type: none"> • According to the 2011 Census, 16.7% of Gloucestershire residents reported having a long term limiting health problem, this was below the national figure. • As age increases the proportion of respondents reporting a limiting long term health problem increases. • Given the ageing population the number of people with a limiting long term health problem is likely to increase in the future. • There are differences in outcomes between people with long-term limiting illnesses or disabilities and people who are not in this group in a number of areas including employment, housing and caring. <p>Source: equality-profile-2020-final.pdf (gloucestershire.gov.uk)</p>

Protected Characteristic	Service User Data and Information
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>The 2011 Census found that: 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared with a national figure of 13.4%; of this group, 40.8% were born in another European country and 22.3% were born in the Middle East or Asia. More recent estimates suggest that in 2018/19 11.2% of Gloucestershire residents were born in another country.</p> <p>Ethnic origin:</p> <ul style="list-style-type: none"> • 91.6% of Gloucestershire residents were White British • 2.1% were Asian/Asian British • 1.5% were from a Mixed/Multiple Ethnic group • 0.9% were Black/Black British • 0.6% were White Irish • 0.1% were of Gypsy or Irish Traveller origin • 3.1% were in an 'other White' category • 0.2% were in another ethnic group. • 36% of the people who were not White British were born in the UK. <p>Overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p> <p>At district level:</p> <ul style="list-style-type: none"> • Gloucester had the highest proportion of people from Black and Ethnic Minorities, at 10.9% of the total population. However, this is still considerably lower than the national figure. • Cheltenham also had a higher proportion of people from Black and Ethnic Minorities (5.7%) than the county-wide figure. • Forest of Dean had the lowest proportion of people from a Black and Ethnic Minority, 1.5% of the pop'n.

Protected Characteristic	Service User Data and Information
Race (continued)	<ul style="list-style-type: none"> • The proportion of people that were classified as ‘other White’ was higher in Cheltenham than Gloucestershire and England as a whole (5.0% compared to 3.1% Gloucestershire, 4.6% England). • 42% of people who were of Gypsy/Irish Traveller origin lived in Tewkesbury district. <p>Gloucestershire’s 0-19 year old population is more diverse than other age groups. According to the 2011 Census around 7.6% of 0-19 year olds were from a Black and Minority Ethnic groups compared to 4.4% of 20-64 year olds and 1.4% of people aged 65+. This trend is reflected at a regional, national and district level.</p> <p>The population of Gloucestershire has become increasingly diverse. The Black and Minority Ethnic population increased by 70% between 2001 and 2011. The number of people classed as “White Other” which includes migrants from Europe, increased by 105.9% during the same period. This trend is reflected at a regional, national and district level.</p> <p>Outcomes by Race</p> <p>A recent report by the Equality and Human Rights Commission found that people from Black and Minority Ethnic groups continue to experience discrimination and inequality in education, employment, housing, pay and living standards, health, and the criminal justice system. The 2011 Census showed differences in outcomes in a number of areas in Gloucestershire:</p> <ul style="list-style-type: none"> • amongst people aged 65 and over, Asian/Asian British people and Black African/Caribbean/Black British people were more likely than people from other ethnic backgrounds to have a long-term limiting illness and to be in poor health; • people of Gypsy or Irish Traveller origin were considerably more likely to be in poor health compared with all other ethnic groups (15.9% of Gypsy/Irish Travellers; 4.6% of White British people). • households headed by people from ‘other White’, mixed/multiple, Asian/Asian British, Black African/Caribbean/Black British and ‘other’ ethnic backgrounds were all more likely than households headed by people from White British backgrounds to have fewer bedrooms than was required; • people from mixed/multiple and Black African/Caribbean/Black British backgrounds were more likely than other ethnic groups to live in social housing;

Protected Characteristic	Service User Data and Information
Race (continued)	<ul style="list-style-type: none"> • people from White British and White Irish backgrounds were less likely than other ethnic groups to be living in private rented housing; • people from all groups which were not White British were more likely than White British people to be living in a household without access to a car or van; • amongst people aged 25-34, people from White backgrounds were less likely to be unemployed than people from Black and Minority ethnic backgrounds. • amongst people aged 25-34, people from White Irish and Asian/Asian British backgrounds were more likely to have level 4 qualifications (a degree or higher) than White British people, whilst people from Black African/Caribbean/Black British, 'other' White, and 'other' ethnic backgrounds were less likely than White British people to have this level of qualification; • amongst people aged 16-24, people from mixed multiple, White Irish, 'other' White and 'other' ethnic backgrounds were all more likely than people from White British backgrounds to have no qualifications. In the same age group, people from Asian/Asian British backgrounds were less likely than White British people to have no qualifications. The percentage of people in this age group with no qualifications was similar for Black African/Caribbean/Black British people and White British people; • amongst people aged 25-49, people from White Irish, White British and 'other' White backgrounds were less likely to be unemployed than people from Black and Minority ethnic backgrounds; • amongst people aged 25-49, White Irish and Asian/Asian British people were more likely to be in higher managerial, administrative and professional occupations than White British people, whilst people from Black African/Caribbean/Black British, 'other' White, mixed/multiple, and 'other' ethnic backgrounds were less likely than White British people to be in such occupations. <p>What does the data tell us?</p> <ul style="list-style-type: none"> • Gloucestershire is characterised by a comparatively small Black and Minority Ethnic population. The 2011 census showed Black and Minority Ethnic groups account for 4.6% of the population; this was much lower than the England figure of 14.6%. • The population of Gloucestershire is however, becoming increasingly diverse. The Black and Minority Ethnic population increased by 70% between 2001 and 2011. The number of people classed as "White Other" increased by 105.9% during the same period.

Protected Characteristic	Service User Data and Information
Race (continued)	<ul style="list-style-type: none"> • Gloucestershire’s 0-19 year old population is more diverse than other age groups, which may have implications for service delivery. • There are differences in outcomes between ethnic groups in health/disability, housing, education and employment. Source: equality-profile-2020-final.pdf (gloucestershire.gov.uk) <p>Air pollution inequalities A study in 2014 of air pollution inequalities at national, regional and city level in England and the Netherlands saw higher concentrations in the most deprived 20% of neighbourhoods in England (1.5 mg/m³ higher PM10 and 4.4 mg/m³ NO₂).</p> <p>Concentrations ...were higher in neighbourhoods with >20% non-White (England: 3.0 mg/m³ higher PM10 and 10.1 mg/m³ NO₂;) after adjustment for urbanisation and other variables. Associations for some areas differed from the national results.</p> <p>Air pollution inequalities were mainly an urban problem suggesting measures to reduce environmental air pollution inequality should include a focus on city transport.</p> <p>Source: Fecht,D et al (2015), Associations between air pollution and socioeconomic characteristics, ethnicity and age profile of neighbourhoods in England and the Netherlands, Environ. Pollut., 198 (2015), pp. 201-210, 10.1016/j.envpol.2014.12.014</p> <p>Visits to the Natural Environment 2017 publication reviews surveys in 2009 and 2016 of how often people aged 16 and over visit green spaces (including parks and the countryside) and the coast.</p> <p>Key findings:</p> <ul style="list-style-type: none"> • 41.9% of people in England surveyed in 2015/16 said they had been to a green open space, or to the countryside or coast, in the previous 7 days. • out of all ethnic groups, White people were the most likely to have visited the natural environment, and Asian people were least likely.

Protected Characteristic	Service User Data and Information																										
	<ul style="list-style-type: none"> over the previous 12 months, just under 60% of White people said they had visited the natural environment at least once a week, compared to about 40% of people from all other ethnic groups combined. <p>Source: Natural England (October 2017), Visits to the natural environment, HMG</p>																										
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<table border="1"> <thead> <tr> <th></th> <th>Gloucestershire</th> <th>% popn 16+</th> </tr> </thead> <tbody> <tr> <td>All usual residents aged 16+</td> <td>490,233</td> <td>100.0%</td> </tr> <tr> <td>Single (never married or never registered a same-sex civil partnership)</td> <td>149,732</td> <td>30.5%</td> </tr> <tr> <td>Married</td> <td>245,879</td> <td>50.2%</td> </tr> <tr> <td>In a registered same-sex civil partnership</td> <td>1,326</td> <td>0.3%</td> </tr> <tr> <td>Separated (but still legally married or still legally in a same-sex civil partnership)</td> <td>11,515</td> <td>2.3%</td> </tr> <tr> <td>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</td> <td>46,452</td> <td>9.5%</td> </tr> <tr> <td>Widowed or surviving partner from a same-sex civil partnership</td> <td>35,329</td> <td>7.2%</td> </tr> </tbody> </table> <p>Source: 2011 Census</p>				Gloucestershire	% popn 16+	All usual residents aged 16+	490,233	100.0%	Single (never married or never registered a same-sex civil partnership)	149,732	30.5%	Married	245,879	50.2%	In a registered same-sex civil partnership	1,326	0.3%	Separated (but still legally married or still legally in a same-sex civil partnership)	11,515	2.3%	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	46,452	9.5%	Widowed or surviving partner from a same-sex civil partnership	35,329	7.2%
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<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>According to the 2011 Census, 63.5% of residents in Gloucestershire were Christian, making it the most common religion. This was 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 religion than the national figures. In contrast it has a lower proportion of people who follow a religion other than Christianity, which reflects the ethnic composition of the county.</p> <p>At district level:</p> <ul style="list-style-type: none"> Cheltenham had the lowest proportion of people who are Christian at 58.7% of the total population, this was lower than the county and marginally lower than the national figure. Cotswold had the highest proportion of people who follow Christianity. Cheltenham had the highest proportion of Buddhists, Hindus and people who have no religion. At 3.2% of the total population Gloucester had the highest proportion of Muslims. 																										

Protected Characteristic	Service User Data and Information
Religion and/or belief (continued)	<ul style="list-style-type: none"> • Stroud had the highest proportion of people who follow an "Other Religion" and of people who did not state their religion. <p>Christianity is the most common religion across all age groups, however it is less common amongst those aged 0-19, with 55.7% of 0-19 year olds reporting they are Christian compared to 82.3% of those aged 65+. Those aged 0-19 are more likely to report no religion than older age groups. This trend is reflected at a regional, national and district level.</p> <p>Between 2001 and 2011 the number of Christians in the county declined. This was accompanied by an increase in the number of Muslims, Buddhists and people following no religion. This trend was also reflected at a regional, national and district level (please see dynamic report for more information). There are many factors driving changes in religious affiliation including natural growth (for example, some minority religious groups have a younger demographic profile), migration, and changes in willingness to state religion.</p> <p>What does the data tell us?</p> <ul style="list-style-type: none"> • The most reported religion in Gloucestershire is Christianity, accounting for 63.5% of the total population, which is higher than the national figure. • Those aged 0-19 are less likely to be Christian than the older population and are more likely to report no religion. • The number of Christians in the county has declined since 2001, reflecting the national trend. <p>Source: equality-profile-2020-final.pdf (gloucestershire.gov.uk)</p> <p><u>Global religious leaders promote climate action during UN climate conference COP 27</u> Dozens of religious leaders, Jews, Muslims, Christians, Hindus and Buddhists from Egypt, the USA, Israel, India, Spain and Great Britain gathered Sunday, November 13th .22 at the base of Parliament Hill in London and at the same time in Sharm el-Sheikh, Jerusalem, and other places around the world in an excited call to the leaders around the world to act for climate repentance and to act according to the ten universal principles on climate, this is in the midst of the UN conference being held in Sharm el -Sheikh.</p>

Protected Characteristic	Service User Data and Information
	<ol style="list-style-type: none"> 1. We are stewards of this world 2. Creation manifests divinity 3. Everything in life is interconnected 4. Do no harm 5. Look after tomorrow 6. Rise above ego for our world 7. Change our inner climate 8. Repent and return 9. Every action matters 10. Use mind, open heart
<p data-bbox="210 515 450 751"><i>Gender reassignment percentage/profile of service users who have indicated they are transgender</i></p> <p data-bbox="232 906 427 1015"><i>Gender reassignment (continued)</i></p>	<p data-bbox="483 515 2024 580">In 2009, Gender Identity Research and Education Society (GIRES) published a report that was funded by the Home Office.</p> <p data-bbox="483 628 2056 804">Incidence, in 2007, was estimated to be 3.0 per 100,000 people aged over 15 in the UK, that is 1,500 people presenting for treatment of gender dysphoria. Data provided to GIRES by HM Revenues and Customs for 2010 confirm the upward trend. The number who had by then presented for treatment can be estimated to be 12,500. That represents a growth trend from 1998 of 11% per annum. At that rate, the number who have presented is doubling every 6 1/2 years.</p> <p data-bbox="483 852 2063 1102">Gender variant people present for treatment at any age. The median age is 42. Few younger people present for treatment despite the fact that most gender dysphoric adults report experiencing gender variance from a very early age. Social pressure, in the family and at school, inhibits the early revelation of their gender variance. Only 100 or so children and adolescents are referred annually to the UK's sole specialised gender identity service, compared to 1,500 referred to the adult clinics. Nonetheless, presentation for treatment among youngsters is also growing rapidly and has the potential to accelerate if young people feel increasingly able to reveal their gender variance and undertake transition while still young.</p> <p data-bbox="483 1145 2051 1289">Organisations should assume that 1% of their employees and service users may be experiencing some degree of gender variance. At some stage, about 0.2% may undergo transition. The number who have so far sought medical care is likely to be around 0.025%, and about 0.015% are likely to have undergone transition. In any year, the number commencing transition may be around 0.003%.</p>

Protected Characteristic	Service User Data and Information																																											
	Source: GIRES (2009) Gender Variance in the UK- Update 2011																																											
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	ONS, live births in Gloucestershire <table border="1" data-bbox="483 432 1256 778"> <thead> <tr> <th data-bbox="483 432 927 464">Age of mother</th> <th data-bbox="931 432 1032 464">2019</th> <th data-bbox="1037 432 1144 464">2020</th> <th data-bbox="1149 432 1256 464">2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="483 467 927 499">Total</td> <td data-bbox="931 467 1032 499">6,124</td> <td data-bbox="1037 467 1144 499">5,800</td> <td data-bbox="1149 467 1256 499">6,138</td> </tr> <tr> <td data-bbox="483 502 927 534">Mother aged under 20</td> <td data-bbox="931 502 1032 534">122</td> <td data-bbox="1037 502 1144 534">122</td> <td data-bbox="1149 502 1256 534">119</td> </tr> <tr> <td data-bbox="483 537 927 569">Mother aged 20-24</td> <td data-bbox="931 537 1032 569">728</td> <td data-bbox="1037 537 1144 569">717</td> <td data-bbox="1149 537 1256 569">669</td> </tr> <tr> <td data-bbox="483 572 927 604">Mother aged 25-29</td> <td data-bbox="931 572 1032 604">1,702</td> <td data-bbox="1037 572 1144 604">1,535</td> <td data-bbox="1149 572 1256 604">1,516</td> </tr> <tr> <td data-bbox="483 608 927 639">Mother aged 30-34</td> <td data-bbox="931 608 1032 639">2,089</td> <td data-bbox="1037 608 1144 639">2,000</td> <td data-bbox="1149 608 1256 639">2,271</td> </tr> <tr> <td data-bbox="483 643 927 675">Mother aged 35-39</td> <td data-bbox="931 643 1032 675">1,192</td> <td data-bbox="1037 643 1144 675">1,132</td> <td data-bbox="1149 643 1256 675">1,247</td> </tr> <tr> <td data-bbox="483 678 927 710">Mother aged 40-44</td> <td data-bbox="931 678 1032 710">269</td> <td data-bbox="1037 678 1144 710">263</td> <td data-bbox="1149 678 1256 710">288</td> </tr> <tr> <td data-bbox="483 713 927 745">Mother aged 45 and over</td> <td data-bbox="931 713 1032 745">22</td> <td data-bbox="1037 713 1144 745">30</td> <td data-bbox="1149 713 1256 745">26</td> </tr> <tr> <td data-bbox="483 748 927 780">Age of mother unknown/ not stated</td> <td data-bbox="931 748 1032 780">0</td> <td data-bbox="1037 748 1144 780">1</td> <td data-bbox="1149 748 1256 780">2</td> </tr> </tbody> </table>				Age of mother	2019	2020	2021	Total	6,124	5,800	6,138	Mother aged under 20	122	122	119	Mother aged 20-24	728	717	669	Mother aged 25-29	1,702	1,535	1,516	Mother aged 30-34	2,089	2,000	2,271	Mother aged 35-39	1,192	1,132	1,247	Mother aged 40-44	269	263	288	Mother aged 45 and over	22	30	26	Age of mother unknown/ not stated	0	1	2
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Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i> Sexual orientation (continued)	<p data-bbox="483 805 2063 917">There is a substantial body of evidence demonstrating that lesbian, gay, bisexual and trans people experience discrimination and marginalisation in their daily lives including in health care, social care, housing, education, at work, and in public.</p> <p data-bbox="483 949 2063 1173">Although attitudes towards gay people are improving, most lesbian, gay and bisexual people have experienced difficulties in their lives. Stonewall’s Mental Health Briefing states “Being gay does not, in and of itself, cause mental health problems. Instead, homophobic bullying, rejection from family, harassment at work and poor responses from healthcare professionals are still commonplace for many lesbian, gay and bisexual people”. Consequently, people who are lesbian, gay or bisexual (LGB) are more likely to have experienced depression or anxiety, attempted suicide or had suicidal thoughts and self-harmed than men and women in general.</p> <p data-bbox="483 1204 2063 1324">LGB people who are over 55 are more likely than heterosexual people over 55 to live alone and are more likely than heterosexual people to say that they expect to rely on health and social care providers as they get older. LGB people also report that health and social care providers often assume that they are heterosexual. The</p>																																											

Protected Characteristic	Service User Data and Information
Sexual orientation (continued)	<p>Office for National Statistics report that LGB people report a lower quality of life than the UK average across all their measures of quality of life.</p> <p>In 2017 the government launched a National LGBT Survey about the experiences of LGBT people in the UK – the largest national LGBT survey to date. Although many responses were positive, there were more than 2 in 5 who said they had been victim of verbal abuse or physical violence during the preceding year. In addition, more than 9 out of 10 serious incidents were not reported as respondents felt ‘it happens all the time’. Fear of crime and of negative reactions from other people was also a reported issue, with more than two thirds of respondents stating they have avoided holding hands with their (same sex) partners for this reason. In terms of hate crime relating to sexual orientation, Gloucestershire’s figures have risen significantly since 2013/14, when 16 were reported. The total for 2018/19 was more than 3 times higher, at 49 crimes. This will reflect better reporting to the police. However, responses from the National LGBT Survey would suggest that a large proportion of hate crimes are still not being reported, with the full extent of hate crime incidence still unknown.</p> <p>What does this tell us?</p> <ul style="list-style-type: none"> • There are no official estimates of sexual orientation at a county level, making it difficult to obtain a true reflection of this population. • National evidence suggests between 2.3% and 7.0% of people are lesbian, gay or bisexual (LGB). Young people (aged 16-24) are more likely to identify as LGB than older age groups and a higher proportion of males than females identify as LGB. • In Gloucestershire, recorded hate crime relating to sexual orientation 2018/19 has increased to 49 from 16 in 2013/14. <p>Source: equality-profile-2020-final.pdf (gloucestershire.gov.uk)</p> <p><u>Sexual orientation, UK: 2019</u></p> <ul style="list-style-type: none"> • The proportion of the UK population aged 16 years and over identifying as heterosexual or straight decreased from 94.6% in 2018 to 93.7% in 2019.

Protected Characteristic	Service User Data and Information
	<ul style="list-style-type: none"> • An estimated 2.7% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2019, an increase from 2.2% in 2018. • Between 2018 and 2019, the number of men identifying as LGB increased from 2.5% to 2.9% and women identifying as LGB increased from 2.0% to 2.5%. • Younger people (aged 16 to 24 years) were most likely to identify as LGB in 2019 (6.6% of all 16 to 24 year olds, an increase from 4.4% in 2018); older people (aged 65 years and over) also showed an increase in those identifying as LGB, from 0.7% to 1.0% of this age category. • Between 2018 and 2019, the proportion of people who identified as LGB increased for England (2.7%, up from 2.3%) and Scotland (2.7%, up from 2.0%), however Wales (2.9%) and Northern Ireland (1.3%) remained stable; among English regions, people in London were most likely to identify as LGB (3.8%, an increase from 2.8%).

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Source: [GCC Workforce Equalities Report Tables February 2021](#)

Protected Characteristic	Total number of GCC staff affected:							
Age		% Workforce	% Working Age Glos Popn					
	16-25	6.28%	17.50%					
	26-35	18.38%	18.50%					
	36-45	21.07%	19.30%					
	46-55	30.97%	23.90%					
	56+	23.30%	20.80%					
	Total	100.00%	100.00%					
Disability		% Workforce	Female	Male	% Glos Popn			
	Disabled	5.15%	4.13%	7.63%	16.71%			
	Not Disabled	94.85%	95.87%	92.37%	83.29%			
	Workforce stated	78.75%	79.87%	76.17%				
	Unstated	21.25%	20.13%	23.83%				
	Total	100.00%	100.00%	100.00%	100.00%			
Sex		% Workforce	% 16-25	% 26-35	% 36-45	% 46-55	% 56+	% Glos Popn
	Female	69.80%	5.78%	18.18%	20.62%	31.15%	24.27%	51.00%
	Male	30.20%	7.45%	18.84%	22.11%	30.55%	21.05%	49.00%
	Total	100.00%	6.28%	18.38%	21.07%	30.97%	23.30%	100.00%

Protected Characteristic	Total number of GCC staff affected:				
Race		% Workforce	Female	Male	% Glos Popn
	Asian	2.38%	2.25%	2.71%	2.10%
	Black	2.24%	2.33%	2.00%	0.90%
	Mixed	1.44%	1.25%	1.90%	1.50%
	Other	0.47%	0.54%	0.30%	0.20%
	White British	89.52%	89.42%	89.78%	91.60%
	White Other	3.94%	4.21%	3.31%	3.90%
	Workforce stated	84.05%	85.05%	81.74%	0.00%
	Unstated	15.95%	14.95%	18.26%	
Total	100.00%	100.00%	100.00%	100.00%	
Gender reassignment	No information available				
Marriage & civil partnership	Marital status:				
		% Workforce	% Glos Popn		
	Divorced/Dissolved Civil Partnership	4.76%	9.50%		
	Married/Civil Partnership	51.15%	50.50%		
	Separated	2.35%	2.30%		
	Single/Never Married	33.47%	30.50%		
	Widowed	0.72%	7.20%		
	Rather not state	7.54%	-		
	Workforce stated	41.01%	-		
Unstated	58.99%	-			
Total	100.00%	100.00%			
Pregnancy & maternity	No information available				

Protected Characteristic	Total number of GCC staff affected:							
Religion and/or belief		% Workforce						% Glos Popn
	Buddhist	1.08%						0.30%
	Christian	42.01%						63.50%
	Hindu	0.54%						0.40%
	Jewish	0.23%						0.00%
	Muslim	1.77%						1.00%
	Other	2.23%						0.60%
	None	41.71%						26.70%
	Rather not state	10.45%						7.50%
	Workforce stated	32.20%						-
	Unstated	67.80%						-
	Total	100.00%						100.00%
Sexual orientation		% Workforce	16-25	26-35	36-45	46-55	56+	% Glos Popn
	Bisexual	1.54%	20.59%	41.18%	17.65%	17.65%	2.94%	5% to 7%*
	Gay	1.82%	12.50%	30.00%	20.00%	30.00%	7.50%	
	Lesbian	1.04%	4.35%	26.09%	21.74%	39.13%	8.70%	
	Heterosexual	86.38%	8.46%	23.80%	22.12%	27.48%	18.13%	93-95%*
	Rather not state	9.21%	7.39%	17.73%	23.15%	30.05%	21.67%	-
	Workforce stated	54.49%	8.58%	23.65%	22.11%	27.73%	17.93%	-
	Unstated	45.51%	3.53%	12.07%	19.84%	34.84%	29.73%	-
	Total	100.00%						100.00%