

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	Adults
Service area	Public Health and Communities
Title of the activity being assessed i.e. the strategy, plan, policy or service	Mini competition to procure a call off contract under Lot 5i of the Gloucestershire Community and Accommodation Based Support Pseudo Framework Agreement.
Brief outline of the proposal(s)	<p>To re-procure services following a provider's decision to not accept the two-year extension of their Lot 5i (16+ Accommodation Based Support) contract, but not to commission like for like service provision.</p> <p>The intention is to commission a new provider/s for 32 ABS units across Gloucester and the Forest of Dean but not in Tewkesbury, as it is not economically viable to recommission all the current 42 units within the current budget allocation and Tewkesbury has the lowest demand of all the current service provision.</p> <p>The services will be recommissioned via a further competition on Lot 5i (16+ Accommodation Based Support) of the Pseudo Multi-provider Framework relating to Community and Accommodation Based Support (CABS) - Services for Homelessness and People in Vulnerable Circumstances.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input type="text"/></p>
Decision to be taken and decision maker	That the Cabinet Member for Adult Social Care Delivery delegates authority to the Director of Public Health to:

	<p>a) Conduct a mini-competition process under Lot 5i of the Gloucestershire Community and Accommodation Based Support (CABS) Pseudo Framework Agreement in respect of a call-off contract for the supply of at least 32 bed spaces and Accommodation Based Support Services for homeless young people aged 16 and above in Gloucester and the Forest of Dean. The proposed call-off contract shall continue for an initial period of two years (or less if the contract commences after 1st April 2023) and include an option to extend its term for a further period of not more than two further years.</p> <p>b) Award such call-off contract to the preferred tenderer; and</p> <p>c) Determine whether to exercise the option to extend the term of such call-off contract for a further period of not more than two years on the expiry of the initial term.</p> <p>Cllr Kathy Williams as Cabinet Member for Adult Social Care Delivery</p>
Person(s) responsible for completing this assessment	Kate Richardson
Date of this assessment	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	Service Provider 16+ ABS KPI data April 2021 – September 2022
Workforce	N/A
Partners	Consultation with: District Council's Housing Teams – Tewkesbury and Forest of Dean GCC Children's Social Care Strategic Housing Partnership Oversight Group (December 2022)
Other	GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf

	<p>ONS Census data (2021): https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/</p> <p>EIA completed for the Cabinet Decision: 2-year option to extend community and accommodation-based support contracts</p>
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3. Equality Assessment

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

Protected Characteristic	Service Users	Workforce
Age	<p>The proposal to recommission services only in Gloucester and the Forest of Dean and to reduce the number of units commissioned, will not disproportionately affect young people in any age bracket, as the service will remain available to anyone aged 16-19 who meets the service eligibility criteria, with commissioner discretion on referrals for 19–24-year-olds. There may be an impact on waiting times to access services due to the reduction in commissioned units, but this will impact all age brackets equally.</p> <p>While Tewkesbury has had slightly higher referrals for older service users, they would be eligible for the ABS provisions in Gloucester and the Forest of Dean.</p> <p>The START form already makes it clear that referrals can be made to any project across Gloucestershire, though where possible referrals will be made in the relevant local authority area. There is a reconnection policy in place and any young people from Tewkesbury Borough who are placed outside the district will be eligible for reconnection to the borough when they are ready to move on.</p> <p>Consideration of the location of the projects has reflected on feedback from Children’s Social Care that</p>	N/A GCC workforce not impacted

	<p>there is a higher demand for placements in Gloucester for young people leaving care.</p> <p>Likewise, Gloucester has the largest proportion of children and young people in its population.</p> <p>While the Forest of Dean had a lower proportion of children and young people in its population than Tewkesbury, it was agreed following discussions with colleagues in the district housing services that there was more demand from young people in the Forest of Dean to access ABS.</p>	
Disability	<p>The proposal to recommission services only in Gloucester and the Forest of Dean will not disproportionately affect young people who are disabled as there is a similar level of use of services for young people with a disability across all the projects.</p> <p>It is noted that ABS in Tewkesbury has been accessed by a slightly higher number of clients who have a physical disability or a sensory impairment relating to their sight than the other projects, but there is nothing to suggest that this is specifically linked to the layout or location of the property.</p> <p>There may be an impact on waiting times to access services due to the reduction in commissioned units, but this will impact individuals of any ability equally.</p>	N/A GCC workforce not impacted
Sex	<p>The proposal to recommission services only in Gloucester and the Forest of Dean will not disproportionately affect young men or women as all 16+ ABS are available for either gender.</p> <p>Tewkesbury ABS is accessed by more men than women, but this is the same across all of the Provider's properties.</p> <p>Generally, 16+ ABS has been used by a slightly higher percentage of males compared to the overall Gloucestershire population, but the percentage of male and female clients has varied year on year based on referrals.</p>	N/A GCC workforce not impacted

	<p>The reduction in commissioned units will impact young men and young women equally in terms of any potential increase in wait times to access services.</p>	
Race	<p>The proposal to recommission services only in Gloucester and the Forest of Dean will not disproportionately affect young people from any ethnicity as the existing project in Tewkesbury (the same as all other 16+ ABS) is accessible to young people from any ethnic background and is not commissioned as a 'by and for' service.</p> <p>While the data for Tewkesbury shows that it is accessed by a slightly lower percentage of White British clients than the county and borough population this is skewed by service users who did not wish to disclose their ethnicity, as well as having a smaller number of service users due to the size of the project, as opposed to being access by more service users from minoritized backgrounds than in other projects.</p> <p>There is nothing to suggest that not commissioning the accommodation in Tewkesbury will adversely affect any minoritized communities given the make-up of the population.</p> <p>The true use of ABS by service users from different ethnic backgrounds is not known due to the high number of service users preferring not to give this information. It has already been reflected within the 2022 EIA relating to the extension of the current ABS contracts that further work is needed to gather an accurate picture of service user demographics to ensure we are meeting the needs of all communities.</p> <p>The reduction in commissioned units will impact young people from all ethnicities equally.</p>	N/A GCC workforce not impacted
Gender reassignment	<p>The proposal to recommission services only in Gloucester and the Forest of Dean will not disproportionately affect young people who are trans or non-binary.</p> <p>While the Tewkesbury ABS has a higher percentage of service users who identify as trans than the county population there is nothing to suggest that this is specifically linked to the location of the project, and it is not run as a 'by and for' service nor does it offer any specific expertise in supporting trans or non-binary</p>	N/A GCC workforce not impacted

	<p>young people beyond general expectations of all ABS services.</p> <p>All providers of Young People’s ABS are expected to have staff who are trained to handle conversations around a young person’s gender identity sensitively and to ensure that they have a culture within ABS where young people don’t need to hide their gender identity and feel welcomed and supported.</p> <p>Regard needs to be given in providing support to understanding the needs of service users who are trans or non-binary especially considering that this may have been a factor in their homelessness, and to signpost to specialist support services where needed.</p> <p>Anecdotally factors that could explain the higher percentage of young people in ABS generally who identify as trans, or non-binary may be a combination of young people may be more comfortable as identifying as trans or non-binary but also that their gender identity may have been a causal factor in their homelessness including exclusion from the family home.</p> <p>The reduction in commissioned units will impact all young people wishing to access services equally.</p>	
<p>Marriage & civil partnership</p>	<p>The proposal to recommission services only in Gloucester and the Forest of Dean and reduce the number of commissioned units within the contract will not disproportionately affect young people who are in a relationship or not.</p> <p>16+ ABS is largely accessed by service users who are single, but also young people who are in relationships but not cohabiting.</p> <p>The current provision in Tewkesbury (as with all 16+ ABS) does not have couples’ rooms.</p> <p>This is likely to also be the case with the future provision due to both the typical size of rooms in ABS and considering the less established nature of young people’s relationships, particularly for young people aged 16-17.</p> <p>Young people aged 18+ who are in established relationships are already considered for Taylor House within the 18+ ABS services if this is felt to be</p>	<p>N/A GCC workforce not impacted</p>

	<p>appropriate for their needs. Young couples placed out of area in Taylor House would be reconnected to their home district when they are ready for move on.</p>	
<p>Pregnancy & maternity</p>	<p>The proposal to recommission services only in Gloucester and the Forest of Dean and to reduce the number of commissioned units within the contract will not disproportionately affect young people who are pregnant.</p> <p>The newly commissioned 16+ ABS will continue to accept referrals for pregnant clients irrespective of the locations support is provided in. Decisions will be taken on a case-by-case basis by commissioners and providers on whether they are able to access 16+ ABS or wait for a Young Parent's vacancy to arise depending on the suitability of the accommodation available and the stage of pregnancy in relation to risks and move on options.</p> <p>There is nothing in the layout or location of the Tewkesbury project that made it more suitable for pregnant service users than other projects.</p>	<p>N/A GCC workforce not impacted</p>
<p>Religion and/or belief</p>	<p>The proposal to recommission services only in Gloucester and the Forest of Dean and to reduce the number of commissioned units in the contract will not disproportionately affect young people from any religion or belief, as the existing project in Tewkesbury (the same as all other 16+ ABS) is accessible to young people from any religion or belief and is not commissioned as a 'by and for' service.</p> <p>25% of the service users in the current scheme identify as Christian but 75% of service users preferred not to identify if they had a religion or belief or did not hold one.</p> <p>This is likely to be reflective of the population of Tewkesbury and Tewkesbury Borough which is less religiously and ethnically diverse than Gloucester. There is nothing to suggest that Christians who would have accessed the scheme in Tewkesbury would be unable to practice their faith if offered ABS in another location.</p>	<p>N/A GCC workforce not impacted</p>

	<p>The true use of ABS by service users from different religions and beliefs is not known due to the high number of service users preferring not to give this information. It has already been reflected within the 2022 EIA relating to the extension of the current ABS contracts that further work is needed to gather an accurate picture of service user demographics to ensure we are meeting the needs of all communities.</p>	
<p>Sexual orientation</p>	<p>The proposal to recommission services only in Gloucester and the Forest of Dean and to reduce the overall number of commissioned units will not disproportionately affect young people from any sexual orientation, as the existing project in Tewkesbury (the same as all other 16+ ABS) is accessible to young people from any sexual orientation and is not commissioned as a 'by and for' service.</p> <p>Tewkesbury has the second highest percentage of service users in the Provider's ABS who identify as lesbian, gay, bisexual, or queer. While the project has the lowest percentage of service users identifying as heterosexual this is due to the project also having the highest numbers of service users who preferred not to give their sexual orientation.</p> <p>There is no evidence that not commissioning ABS in Tewkesbury will disproportionately disadvantage people who are lesbian, gay bisexual or queer from gaining access to support in ABS as KPI data, though limited, suggests that all ABS services are accessible to young people from all sexual orientations.</p> <p>It is expected that the new service provider will employ staff who are suitably trained and skilled to support all young people and be able to signpost to specialist support agencies where needed.</p> <p>Regards need to be given in providing support to understanding the needs of service users who are lesbian, gay bisexual or queer especially considering that this may have been a factor in their homelessness, and to ensure services are welcoming and accessible.</p> <p>The true use of ABS by service users who are lesbian, gay bisexual or queer is not known due to the high number of service users preferring not to give this information. It has already been reflected within the</p>	<p>N/A GCC workforce not impacted</p>

	2022 EIA relating to the extension of the current ABS contracts that further work is needed to gather an accurate picture of service user demographics to ensure we are meeting the needs of all communities.	
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4. Completed Actions

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

Change	Reason for Change

5. Planned Actions

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

Potential impact (positive or negative)	Action	By when	Owner
Positive impact –Better understanding of the accessibility of services for all protected characteristic groups	New reporting templates will capture the same data sets on protected characteristics across services and the provider/s will be encouraged under the new contract monitoring arrangements to engage more with clients on gathering protected characteristic data, particularly where we have gaps around gender reassignment, religion/belief, and sexual orientation – noting that it is optional to provide this information.	1 st April 2024	CABS team

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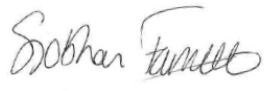
6. Monitoring and review

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

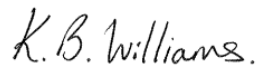
Commissioners will assess the accessibility of services to protected characteristic groups and any impact from the reduction in the number of beds being procured through their regular contract monitoring and the annual contract review.

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	Siobhan Farmer, Director of Public Health
Date	19.01.23

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

Signature of decision maker	
Name of decision maker	Councillor Kathy Williams, Cabinet Member for Adult Social Care Delivery
Date	19.1.23

8. Publication

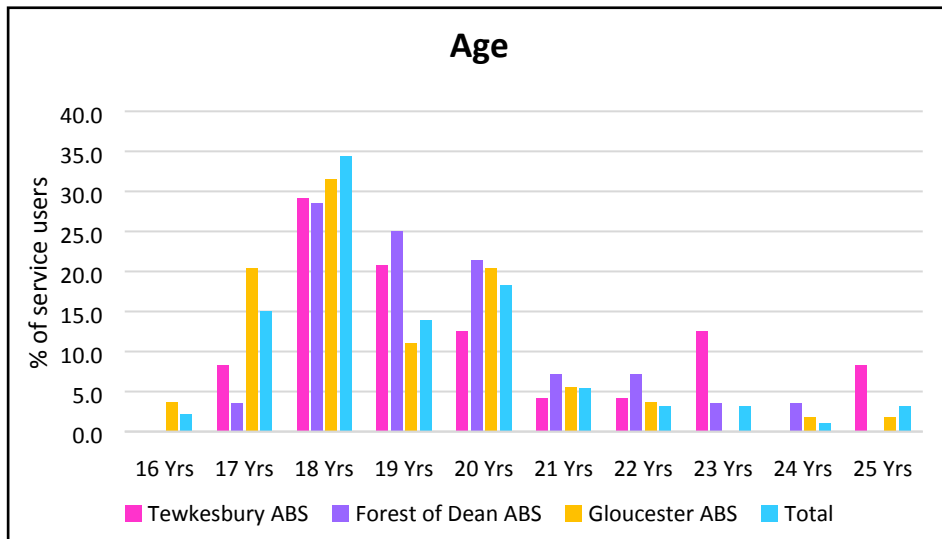
If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on

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 percentage/profile of service user ages</p>	<p>Gloucestershire Context: <i>Source: GCC Population Profile (2021):</i> https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>In 2019, the resident population of Gloucestershire was estimated to be 637,070 people of which:</p> <ul style="list-style-type: none"> • 22.4% were aged 0-19 • 56.0% were aged 20-64 • 21.6% were aged 65 and over. <p>Gloucestershire has a lower proportion of 0–64 year-olds and a higher proportion of people aged 65+ compared to England. There is considerable difference at district level with the highest proportion of children and young people in Gloucester, exceeding the county and national figure.</p> <p>Tewkesbury and Gloucester both had a faster growth rate in the children/young people age group compared with England, whilst the Forest of Dean experienced a decline in the number children/young people.</p> <p>Service User Context: The Provider’s 16+ ABS Service Users <i>Source: Provider 16+ ABS KPI data April 2021 – September 2022</i></p>



Clients using the Provider’s 16+ ABS services during 21/22 and 22/23 have been between the ages of 16-25 in line with the service’s age criteria for young people aged 16+.

16–17-year-olds will access ABS less frequently as if they are in a housing crisis they also have the alternative option to be supported by Children’s Social Care under s17.

The number of older service users aged 21+ decreases across all young people’s ABS services as their referrals will also be considered for 18+ ABS accommodation, though it is noted that a higher number of older young people have accessed ABS in Tewkesbury.

Disability percentage/profile of service users who have a disability

Gloucestershire Context

Source: GCC Population Profile (2021): <https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability

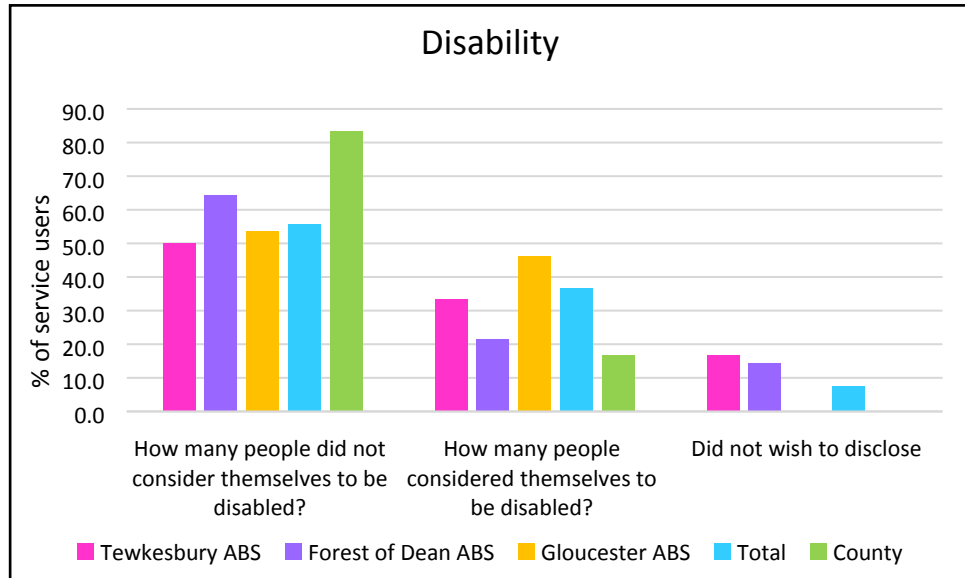
Estimated projections suggest that in 2021 in Gloucestershire, there will be:

- 12,095 people aged 18+ living with a learning disability equating to 2.3% of the adult population. Of this group, about 2,473 are estimated to have moderate or severe learning disabilities, equating to 0.5% of the adult population.
- 10,076 people 65 + living with dementia.

In 2020, approximately 1.4% of the 16+ population in Gloucestershire reported blindness or partial sight. During the same period, 6.9% of the population in Gloucestershire aged 16+ reported deafness or hearing loss.

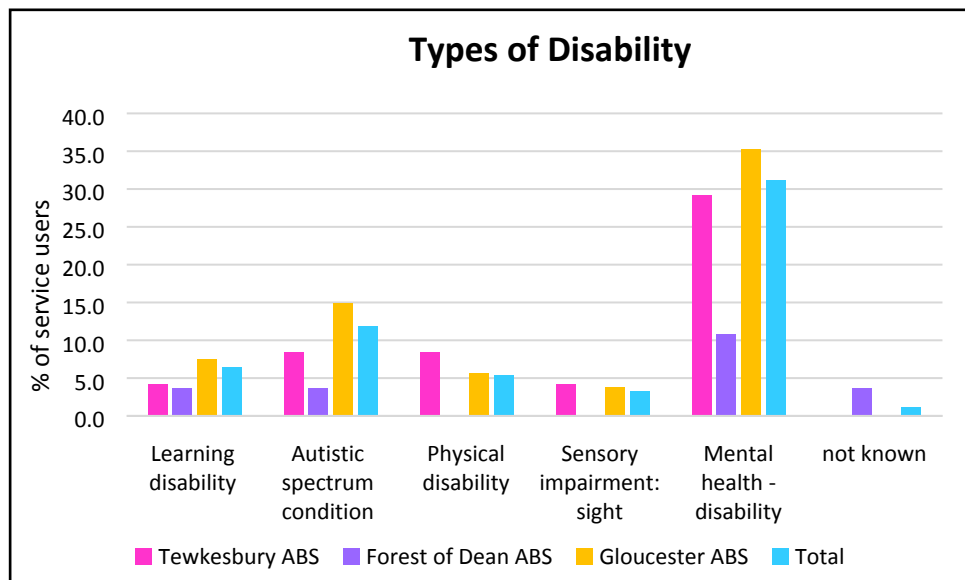
Service User Context: The Provider's 16+ ABS Service Users

Source: Provider 16+ ABS KPI data April 2021 – September 2022



There are a higher number of service users in the Provider's 16+ ABS who identify that they have a disability than in the county population, but this is the same across all ABS provision.

The number of service users in Tewkesbury who identify as disabled is slightly lower than in the other projects.



ABS in Tewkesbury has been accessed by a slightly higher number of clients who have a physical disability or a sensory impairment relating to their sight than the other projects.

Sex

Gloucestershire Context:

percentage/profile of service users who are male and who are female

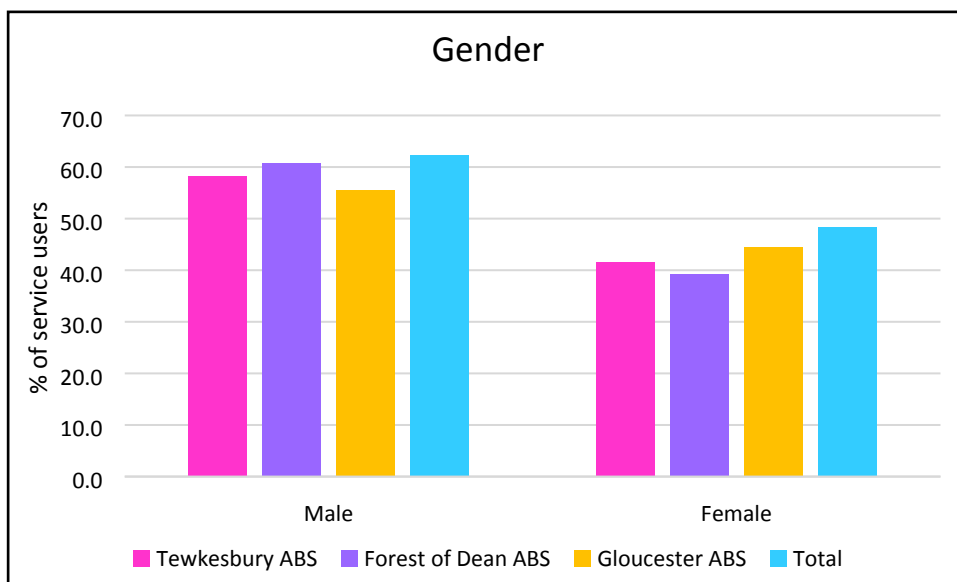
Source: GCC Population Profile (2021):

<https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

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%.

Service User Context: the Provider’s 16+ ABS Service Users

Provider 16+ ABS KPI data April 2021 – September 2022



Access to the Provider’s ABS services has been higher by men than would be suggested by the county’s population.

Race percentage/profile of service users who are from black and minority ethnic backgrounds

Gloucestershire Context

Source: <https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/>

The 2021 Census found that 87.7% of Gloucestershire residents were White British, 2.9% were Asian or Asian British, 2.2% were from Mixed or Multiple Ethnic groups, 1.2% were Black or Black British, 0.6% were White Irish, 0.2% were of Gypsy, Roma, or Irish Traveller origin, 4.5% were in an ‘other White’ category and 0.7% were in another ethnic group.

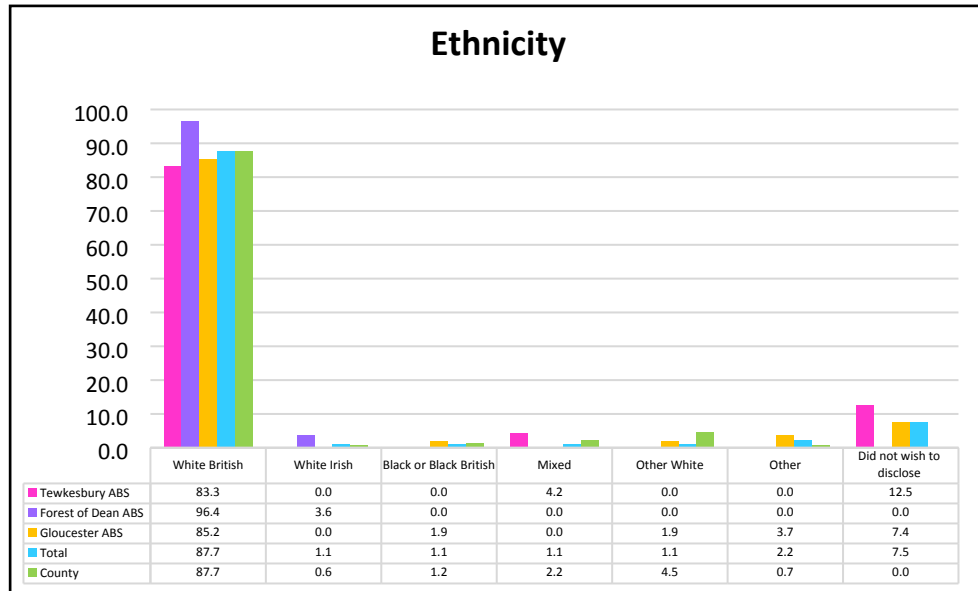
The county’s population has becoming increasingly diverse since 2011 Census, with a decrease in White British from 91.6% to 87.7%, and a small percentage increase across all other groups.

The 2021 census showed that 4.3% of people in Gloucestershire do not speak English as their main language. Polish was the most common language, followed by Romanian and then Portuguese.

Overall the population of Tewksbury is less diverse than Gloucester with a significantly higher percentage of White British residents (90.3%) compared to Gloucester (78.0%), followed by 2% of residents who identify as Asian/Asian British compared to 6.5% of Gloucester's residents.

Service user context: the Provider's 16+ ABS Service Users

Provider 16+ ABS KPI data April 2021 – September 2022



All the Provider's ABS, as with other commissioned ABS, is largely accessed by service users who are White British which reflects the county population.

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

Gloucestershire Context

Source: GCC Population Profile (2021):

<https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

There are no official estimates of gender reassignment at either national or local level. Currently the best estimates on gender reassignment come from the Gender Identity Research and Education Society (GIRES). GIRES estimates that approximately 1% of the population in the UK are experiencing some degree of gender diversity. By applying the same proportion to Gloucestershire's 16+ population, we can estimate that there may be approximately 5,220 adults in the county who are experiencing some degree of gender diversity.

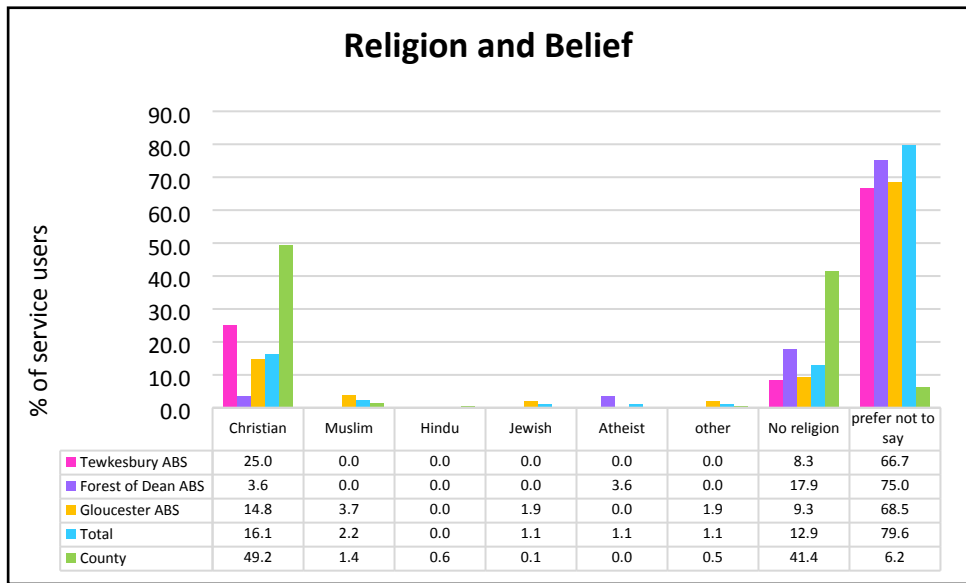
Service User Context: the Provider's 16+ ABS Service Users

Provider 16+ ABS KPI data April 2021 – September 2022

Gender same as assigned at birth	Tewkesbury ABS	Forest of Dean ABS	Gloucester ABS	Total
No	4.2%	7.1%	0%	3.3%
Yes	95.8%	92.9%	100%	96.7%

	<p>3.3% of young people using the Provider's 16+ ABS identified that their gender was different from the one assigned to them at birth which is higher than the estimate of 1% of the overall population.</p> <p>Tewkesbury ABS has a higher percentage of service users who identify as trans than the county population, but this is skewed by the size of the project.</p>
<p>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</p>	<p>Gloucestershire Context: Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>Among residents of Gloucestershire:</p> <ul style="list-style-type: none"> • 30.5% are single and have never married or registered a same-sex civil partnership • 50.2% are married • 0.3% are in a registered same-sex civil partnership • 2.3% are separated but still legally married or still legally in a same sex civil partnership • 9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved • 7.2% are widowed or a surviving partner from a same sex civil partnership. <p>There is considerable variation in marital status between age groups, with those aged 16-24 most likely to be single. Gloucestershire has a lower number of people who are single or separated when compared with the national figure. In contrast, the proportion of people who are married, divorced, or widowed exceeds national figures.</p> <p>Service User Context: The Provider's 16+ ABS Service Users Provider 16+ ABS KPI data April 2021 – September 2022</p> <p>No clients using 16+ ABS were married or in a civil partnership which is understandable given the age range using the service, and an average of 4.2% of service users across the Provider's services were in a relationship but not living together.</p>
<p>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</p>	<p>Gloucestershire Context Source: GCC Population Profile (2021): https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf</p> <p>There were 6,124 live births in Gloucestershire in 2019. The largest proportion was among the 30-34-year-old age group (34.1%), with 27.8% in the age band 25-29. This is not a perfect measurement of pregnancy in</p>

	<p>the population as not all pregnancies result in a live birth. Conversely, all pregnancies begin with conception and the 2011 census data on conceptions per capita indicate that 2.9% of the Gloucestershire population had conceived in the previous year.</p> <p>Service User Context: The Provider’s 16+ ABS Service Users <i>Provider 16+ ABS KPI data April 2021 – September 2022</i></p> <p>There isn’t any data available on pregnancy within the Provider ABS services, but it is expected to be lower than the county population both due to the age of service users and as pregnant young women may go straight in to Young Parents ABS when this is more appropriate.</p>
<p>Religion and/or belief percentage/profile of service users’ religious beliefs</p>	<p>Gloucestershire Context <i>Source: GCC Census Data (2021):</i> https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/</p> <p>According to the 2021 census, the most reported religion in Gloucestershire was Christianity, accounting for 49.2% of the total population, which is higher than the national figure. This was followed by No Religion which accounts for 41.4% of the population. Muslim, Hindu, Buddhist, Jewish, Sikh and Other Religion together make up 3.1% of the population, lower than the 10.7% nationally.</p> <p>Between 2001 and 2021 the number of Christians in the county declined. This was accompanied by an increase in the number of all other religions/beliefs and people following no religion.</p> <p>Service User Context: the Provider’s 16+ ABS Service Users <i>Provider 16+ ABS KPI data April 2021 – September 2022</i></p>



Overall the largest percentage of service users who identified their religion or belief are Christian though at a much lower level than within the county population.

The Provider’s ABS in generally is accessed by a higher number of service users who are Muslim, Jewish and Atheist than the county population, though is this not the case in Tewkesbury where service users have only identified as Christian (25%), no religion (8.3%) or preferred not to say (66.7%). And this is similar in the Forest of Dean, reflecting the more rural nature of both areas.

There is slightly more diversity of religion and belief within the Gloucester ABS which reflects the population of Gloucester.

Most service users preferring not to identify their religion or belief which does skew the data.

Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual

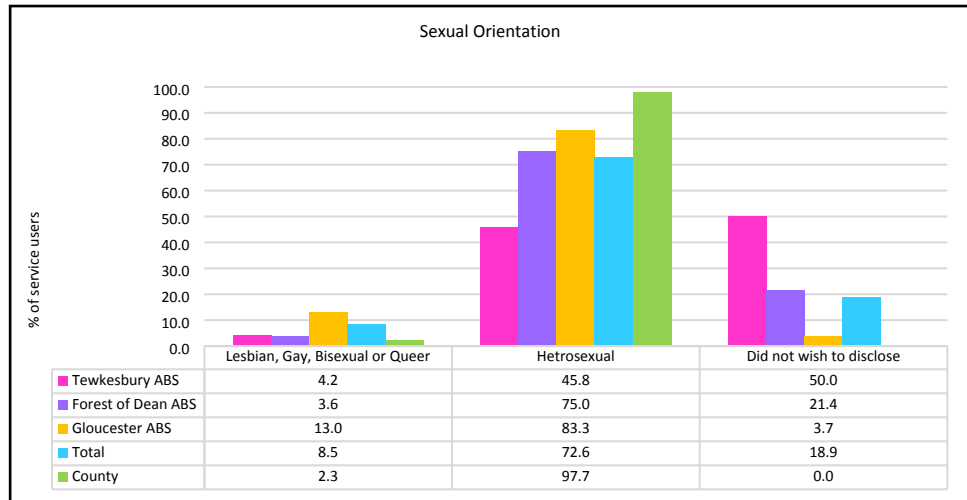
Gloucestershire Context:

Source: GCC Population Profile (2021): <https://inform.gloucestershire.gov.uk/media/2105981/equality-profile-2021.pdf>

There are no official estimates of sexual orientation at a local or national level. 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, who make up a larger proportion of the service user group.

Service User Context: the Provider’s 16+ ABS Service Users

Provider 16+ ABS KPI data April 2021 – September 2022



Service users who identify as lesbian, gay, bisexual, or queer is higher than the estimated 2.3% within the county population but may be skewed by the high numbers of service users who preferred not to provide this information.

This percentage is higher in all of the Provider’s ABS provision but is highest in Gloucester (13%), followed by Tewkesbury (4.2%).

Tewkesbury has the lowest percentage of service users identifying as heterosexual but the highest numbers of service users who preferred not to give their sexual orientation.

Data is skewed by the small numbers of service users in each project and the high percentage of service users who did not provide this information.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:0
Age	N/A
Disability	N/A

Sex	N/A
Race	N/A
Gender reassignment	N/A
Marriage & civil partnership	N/A
Pregnancy & maternity	N/A
Religion and/or belief	N/A
Sexual orientation	N/A