

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 | Adult Social Care |
| Service area | Integrated Brokerage |
| Title of the activity being assessed i.e. the strategy, plan, policy or service | Recommendations for contract and procurement arrangements for Electronic Call Monitoring (ECM) system for Adult Social Care from April 2023. |
| Brief outline of the proposal(s) | <ol style="list-style-type: none"> 1. Delay and revise the route to market for the procurement of Electronic Call Monitoring (ECM) that was approved by Cllr Allaway-Martin, Cabinet Member for Adult Social Care Commissioning on 4 July 2022. 2. Extend by means of contract variation the current contracts for Electronic Call Monitoring (ECM) software for Home Care and Supported Living providers for adults in Gloucestershire for a period of up to 2 years, in accordance with Regulation 72 paragraph 1b of the Public Contracts Regulations 2015. |
| Who is affected by the proposals? | Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: Partner agencies, Council staff using system |
| Decision to be taken and decision maker | Independent Cabinet Member decision to approve the proposal as outlined above. This is a key decision due to the likely value of any contract. However Cabinet and CLT have previously agreed the ICM Decision on this matter. |
| Person(s) responsible for completing this assessment | Brenda Yearwood, Head of Integrated Commissioning – Integrated Brokerage and Market Management |
| Date of this assessment | 09/02/2023 |

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 | No additional consultation has been necessary at this stage of the proposal. Service users were involved in piloting the original implementation of ECM in supported living services and now that ECM is widely used across home care as well, service users across the Gloucestershire community are very familiar with Electronic Call Monitoring and we know from their ongoing experience that the ECM service works for them in practice. In particular there are safeguarding benefits to using ECM and this has provided additional reassurance to service users and their relatives. It is partly because of this that the proposal to retain ECM had been made. |
| Workforce | No additional consultation has been necessary at this stage of the proposal. We are in regular contact with the provider market, whose employees are already users of the ECM system that the Council implemented under current contracts. As part of finalising the specification for the next procurement of an ECM system, we are planning to hold focus groups with care providers and representatives of the Gloucestershire Care Providers Association (GCPA) during Summer 2023. |
| Partners | We work closely with Gloucestershire Clinical Commissioning Group regarding ECM as the Council monitors and pays invoices for Continuing Health Care (CHC) using the ECM system. There have also recently worked with Council Commissioners and Gloucestershire Health and Care NHS Foundation Trust to enable more mental health care services funded by their budget to be invoiced using the ECM system, especially the system is already used to collect visit data. |
| Other | We are working in partnership with key stakeholders within Integrated Commissioning, to ensure that any ECM system we procure will be user-friendly and incorporated into the relevant service Framework Contracts being developed. We are also working with colleagues in Commissioning, Performance and Need and Adults' Transformation regarding how data from any ECM system will be interpreted and utilised correctly for the purposes of provider quality assurance and market management. |

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>Procurement of an ECM system would maintain a positive impact on service users, ensuring they are confident the care and support outlined in the Support Plan will be monitored effectively.</p> <p>An ECM system such as the one used currently includes the monitoring of quality indicators such as the amount of care received against commissioned, punctuality and the consistency of the carer.</p> <p>The system also offers real time information on missed visits to care Provider managers which can be helpful for safeguarding e.g. alerting to any delay in medication visits.</p> <p>We consider that the implementation of an ECM system will have a positive impact on this protected characteristic.</p> | <p>Procurement of an ECM system will ensure Providers are able to integrate their management data regarding rostering and actual service delivery to give an accurate audit trail for their workforce/working practices. ECM also provides lone working safeguards for support staff.</p> <p>Full training and support would be provided by the chosen supplier in how to use the ECM system, which considers the age of the workforce. Web-based system technology is developed following Web Content Accessibility Guidelines (WCAG).</p> <p>We consider that the implementation of an ECM system will have a positive impact on this protected characteristic.</p> |
| Disability Sex Race Gender reassignment | As above | As above |

| | | |
|------------------------------|--|--|
| Marriage & civil partnership | | |
| Pregnancy & maternity | | |
| Religion and /or belief | | |
| Sexual orientation | | |

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 | The service design specification and contract monitoring schedule for the new contract will be informed by this assessment. | End of 2023 | Brenda Yearwood |
| | | | |
| | | | |


6. Monitoring and review

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

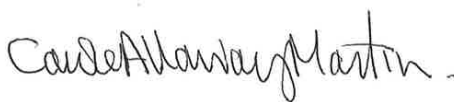
The proposed activity would be overseen by the Executive Director: Adult Social Care and Public Health and the Head of Integrated Commissioning – Integrated Brokerage and Market Management, advised by the relevant professional support services. As part of the procurement for the service, this EIA will be reviewed to ensure that the chosen system/ supplier does not fall outside of the scope of this assessment.

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 | Professor Sarah Scott Executive Director: Adult Social Care, Wellbeing and Communities |
| Date | 15.03.23 |

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 | Cllr Carole Allaway-Martin |
| Date | 15.3.23 |

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 style="text-align: center;">Age <i>percentage/profile of service user ages</i></p> | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9e1f2;"> <th style="text-align: left;">Age</th> <th style="text-align: right;">%</th> </tr> </thead> <tbody> <tr> <td>NULL</td> <td style="text-align: right;">0.05%</td> </tr> <tr> <td>18-64</td> <td style="text-align: right;">20.28%</td> </tr> <tr> <td>65-74</td> <td style="text-align: right;">11.95%</td> </tr> <tr> <td>76-84</td> <td style="text-align: right;">24.01%</td> </tr> <tr> <td>85+</td> <td style="text-align: right;">43.70%</td> </tr> <tr style="background-color: #d9e1f2;"> <td>Grand Total</td> <td style="text-align: right;">10240</td> </tr> </tbody> </table> | Age | % | NULL | 0.05% | 18-64 | 20.28% | 65-74 | 11.95% | 76-84 | 24.01% | 85+ | 43.70% | Grand Total | 10240 | | |
| Age | % | | | | | | | | | | | | | | | | |
| NULL | 0.05% | | | | | | | | | | | | | | | | |
| 18-64 | 20.28% | | | | | | | | | | | | | | | | |
| 65-74 | 11.95% | | | | | | | | | | | | | | | | |
| 76-84 | 24.01% | | | | | | | | | | | | | | | | |
| 85+ | 43.70% | | | | | | | | | | | | | | | | |
| Grand Total | 10240 | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">Disability <i>percentage/profile of service users who have a disability</i></p> | <p style="text-align: center;">Not Known</p> | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">Sex <i>percentage/profile of service users who are male and who are female</i></p> | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9e1f2;"> <th style="text-align: left;">Sex</th> <th style="text-align: right;">%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td style="text-align: right;">56.04%</td> </tr> <tr> <td>Male</td> <td style="text-align: right;">43.05%</td> </tr> <tr> <td>Non-Binary</td> <td style="text-align: right;">0.01%</td> </tr> <tr> <td>NULL</td> <td style="text-align: right;">0.05%</td> </tr> <tr> <td>Transgender</td> <td style="text-align: right;">0.04%</td> </tr> <tr> <td>Unknown</td> <td style="text-align: right;">0.82%</td> </tr> <tr style="background-color: #d9e1f2;"> <td>Grand Total</td> <td style="text-align: right;">10240</td> </tr> </tbody> </table> | Sex | % | Female | 56.04% | Male | 43.05% | Non-Binary | 0.01% | NULL | 0.05% | Transgender | 0.04% | Unknown | 0.82% | Grand Total | 10240 |
| Sex | % | | | | | | | | | | | | | | | | |
| Female | 56.04% | | | | | | | | | | | | | | | | |
| Male | 43.05% | | | | | | | | | | | | | | | | |
| Non-Binary | 0.01% | | | | | | | | | | | | | | | | |
| NULL | 0.05% | | | | | | | | | | | | | | | | |
| Transgender | 0.04% | | | | | | | | | | | | | | | | |
| Unknown | 0.82% | | | | | | | | | | | | | | | | |
| Grand Total | 10240 | | | | | | | | | | | | | | | | |
| <p style="text-align: center;">Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p> | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #d9e1f2;"> <th style="text-align: left;">Race</th> <th style="text-align: right;">%</th> </tr> </thead> <tbody> <tr> <td>Any other Asian background</td> <td style="text-align: right;">0.15%</td> </tr> <tr> <td>Any other black background</td> <td style="text-align: right;">0.04%</td> </tr> </tbody> </table> | Race | % | Any other Asian background | 0.15% | Any other black background | 0.04% | | | | | | | | | | |
| Race | % | | | | | | | | | | | | | | | | |
| Any other Asian background | 0.15% | | | | | | | | | | | | | | | | |
| Any other black background | 0.04% | | | | | | | | | | | | | | | | |

| | <table> <tbody> <tr><td>Any other ethnic group</td><td>0.09%</td></tr> <tr><td>Any other mixed background</td><td>0.01%</td></tr> <tr><td>Any other White Background</td><td>0.02%</td></tr> <tr><td>Bangladeshi</td><td>0.05%</td></tr> <tr><td>Black African</td><td>0.15%</td></tr> <tr><td>Black British</td><td>0.02%</td></tr> <tr><td>Black Caribbean</td><td>0.31%</td></tr> <tr><td>Chinese</td><td>0.06%</td></tr> <tr><td>Indian</td><td>0.27%</td></tr> <tr><td>Not Divulged</td><td>0.01%</td></tr> <tr><td>Not Known</td><td>21.80%</td></tr> <tr><td>Not Stated</td><td>0.45%</td></tr> <tr><td>NULL</td><td>0.05%</td></tr> <tr><td>Pakistani</td><td>0.05%</td></tr> <tr><td>White and Asian</td><td>0.04%</td></tr> <tr><td>White and Black African</td><td>0.01%</td></tr> <tr><td>White and Black Caribbean</td><td>0.03%</td></tr> <tr><td>White British</td><td>76.30%</td></tr> <tr><td>White European</td><td>0.06%</td></tr> <tr><td>White Irish</td><td>0.05%</td></tr> <tr><td>Grand Total</td><td>10240</td></tr> </tbody> </table> | Any other ethnic group | 0.09% | Any other mixed background | 0.01% | Any other White Background | 0.02% | Bangladeshi | 0.05% | Black African | 0.15% | Black British | 0.02% | Black Caribbean | 0.31% | Chinese | 0.06% | Indian | 0.27% | Not Divulged | 0.01% | Not Known | 21.80% | Not Stated | 0.45% | NULL | 0.05% | Pakistani | 0.05% | White and Asian | 0.04% | White and Black African | 0.01% | White and Black Caribbean | 0.03% | White British | 76.30% | White European | 0.06% | White Irish | 0.05% | Grand Total | 10240 |
|--|---|----------------------------|-------|----------------------------|-------|----------------------------|-------|---------------------|-------|---------------|--------|---------------|--------|-----------------|-------|---------|--------|---------|--------|--------------------|--------------|-----------|--------|------------|-------|------|-------|-----------|-------|-----------------|-------|-------------------------|-------|---------------------------|-------|---------------|--------|----------------|-------|-------------|-------|--------------------|--------------|
| Any other ethnic group | 0.09% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Any other mixed background | 0.01% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Any other White Background | 0.02% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bangladeshi | 0.05% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Black African | 0.15% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Black British | 0.02% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Black Caribbean | 0.31% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Chinese | 0.06% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Indian | 0.27% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Not Divulged | 0.01% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Not Known | 21.80% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Not Stated | 0.45% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NULL | 0.05% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Pakistani | 0.05% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White and Asian | 0.04% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White and Black African | 0.01% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White and Black Caribbean | 0.03% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White British | 76.30% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White European | 0.06% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White Irish | 0.05% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grand Total | 10240 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p> | Not Known | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p> | <table> <thead> <tr> <th>Marriage/Civil Partnership</th> <th>%</th> </tr> </thead> <tbody> <tr><td>Civil Partnership</td><td>0.03%</td></tr> <tr><td>Divorced</td><td>5.73%</td></tr> <tr><td>Living with Partner</td><td>0.90%</td></tr> <tr><td>Married</td><td>28.38%</td></tr> <tr><td>NULL</td><td>22.79%</td></tr> <tr><td>Separated</td><td>1.29%</td></tr> <tr><td>Single</td><td>19.65%</td></tr> <tr><td>Widowed</td><td>21.23%</td></tr> <tr><td>Grand Total</td><td>10240</td></tr> </tbody> </table> | Marriage/Civil Partnership | % | Civil Partnership | 0.03% | Divorced | 5.73% | Living with Partner | 0.90% | Married | 28.38% | NULL | 22.79% | Separated | 1.29% | Single | 19.65% | Widowed | 21.23% | Grand Total | 10240 | | | | | | | | | | | | | | | | | | | | | | |
| Marriage/Civil Partnership | % | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Civil Partnership | 0.03% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Divorced | 5.73% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Living with Partner | 0.90% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Married | 28.38% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NULL | 22.79% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Separated | 1.29% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Single | 19.65% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Widowed | 21.23% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grand Total | 10240 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| <p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p> | <p>Not Known</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|------------------------|---|----------|-------|---------|-------|---------|-------|----------|-------|-----------|-------|---------------------|-------|-------------------|--------|--------------------|-------|----------------|-------|-------|-------|-------------------|-------|--------|-------|-----------|-------|--------|-------|--------|-------|------|--------|----------------|-------|----------------|-------|-------------------|-------|------------|-------|--------|-------|-------------|-------|----------------|-------|-----------------------|-------|------|-------|--------------|-------|--------------------|--------------|
| <p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p> | <table border="1"> <thead> <tr> <th data-bbox="523 456 794 551">Religion and/or belief</th> <th data-bbox="802 456 898 551">%</th> </tr> </thead> <tbody> <tr><td data-bbox="523 562 794 595">Agnostic</td><td data-bbox="802 562 898 595">0.26%</td></tr> <tr><td data-bbox="523 600 794 633">Atheist</td><td data-bbox="802 600 898 633">7.54%</td></tr> <tr><td data-bbox="523 638 794 672">Baptist</td><td data-bbox="802 638 898 672">0.72%</td></tr> <tr><td data-bbox="523 676 794 710">Buddhist</td><td data-bbox="802 676 898 710">0.08%</td></tr> <tr><td data-bbox="523 714 794 748">Christian</td><td data-bbox="802 714 898 748">3.02%</td></tr> <tr><td data-bbox="523 752 794 786">Christian Scientist</td><td data-bbox="802 752 898 786">0.03%</td></tr> <tr><td data-bbox="523 790 794 824">Church of England</td><td data-bbox="802 790 898 824">35.35%</td></tr> <tr><td data-bbox="523 828 794 862">Church of Scotland</td><td data-bbox="802 828 898 862">0.18%</td></tr> <tr><td data-bbox="523 866 794 900">Greek Orthodox</td><td data-bbox="802 866 898 900">0.08%</td></tr> <tr><td data-bbox="523 904 794 938">Hindu</td><td data-bbox="802 904 898 938">0.07%</td></tr> <tr><td data-bbox="523 943 794 976">Jehovah's Witness</td><td data-bbox="802 943 898 976">0.31%</td></tr> <tr><td data-bbox="523 981 794 1014">Jewish</td><td data-bbox="802 981 898 1014">0.07%</td></tr> <tr><td data-bbox="523 1019 794 1052">Methodist</td><td data-bbox="802 1019 898 1052">1.46%</td></tr> <tr><td data-bbox="523 1057 794 1090">Mormon</td><td data-bbox="802 1057 898 1090">0.10%</td></tr> <tr><td data-bbox="523 1095 794 1128">Muslim</td><td data-bbox="802 1095 898 1128">0.53%</td></tr> <tr><td data-bbox="523 1133 794 1167">NULL</td><td data-bbox="802 1133 898 1167">44.55%</td></tr> <tr><td data-bbox="523 1171 794 1205">Other religion</td><td data-bbox="802 1171 898 1205">0.86%</td></tr> <tr><td data-bbox="523 1209 794 1243">Pentecostalist</td><td data-bbox="802 1209 898 1243">0.23%</td></tr> <tr><td data-bbox="523 1247 794 1281">Plymouth Brethren</td><td data-bbox="802 1247 898 1281">0.02%</td></tr> <tr><td data-bbox="523 1285 794 1319">Protestant</td><td data-bbox="802 1285 898 1319">0.17%</td></tr> <tr><td data-bbox="523 1323 794 1357">Quaker</td><td data-bbox="802 1323 898 1357">0.13%</td></tr> <tr><td data-bbox="523 1361 794 1395">Rastafarian</td><td data-bbox="802 1361 898 1395">0.01%</td></tr> <tr><td data-bbox="523 1400 794 1433">Roman Catholic</td><td data-bbox="802 1400 898 1433">4.03%</td></tr> <tr><td data-bbox="523 1438 794 1471">Seventh Day Adventist</td><td data-bbox="802 1438 898 1471">0.08%</td></tr> <tr><td data-bbox="523 1476 794 1509">Sikh</td><td data-bbox="802 1476 898 1509">0.03%</td></tr> <tr><td data-bbox="523 1514 794 1547">Spiritualist</td><td data-bbox="802 1514 898 1547">0.10%</td></tr> <tr> <td data-bbox="523 1626 794 1659">Grand Total</td> <td data-bbox="802 1626 898 1659">10240</td> </tr> </tbody> </table> | Religion and/or belief | % | Agnostic | 0.26% | Atheist | 7.54% | Baptist | 0.72% | Buddhist | 0.08% | Christian | 3.02% | Christian Scientist | 0.03% | Church of England | 35.35% | Church of Scotland | 0.18% | Greek Orthodox | 0.08% | Hindu | 0.07% | Jehovah's Witness | 0.31% | Jewish | 0.07% | Methodist | 1.46% | Mormon | 0.10% | Muslim | 0.53% | NULL | 44.55% | Other religion | 0.86% | Pentecostalist | 0.23% | Plymouth Brethren | 0.02% | Protestant | 0.17% | Quaker | 0.13% | Rastafarian | 0.01% | Roman Catholic | 4.03% | Seventh Day Adventist | 0.08% | Sikh | 0.03% | Spiritualist | 0.10% | Grand Total | 10240 |
| Religion and/or belief | % | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Agnostic | 0.26% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Atheist | 7.54% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Baptist | 0.72% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Buddhist | 0.08% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Christian | 3.02% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Christian Scientist | 0.03% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Church of England | 35.35% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Church of Scotland | 0.18% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Greek Orthodox | 0.08% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Hindu | 0.07% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jehovah's Witness | 0.31% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jewish | 0.07% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Methodist | 1.46% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mormon | 0.10% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Muslim | 0.53% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| NULL | 44.55% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Other religion | 0.86% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Pentecostalist | 0.23% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Plymouth Brethren | 0.02% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Protestant | 0.17% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Quaker | 0.13% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rastafarian | 0.01% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Roman Catholic | 4.03% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Seventh Day Adventist | 0.08% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sikh | 0.03% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Spiritualist | 0.10% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grand Total | 10240 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p> | <p>Not Known</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 | |
| Sex | |
| Race | |
| Gender reassignment | |
| Marriage & civil partnership | |
| Pregnancy & maternity | |
| Religion and/or belief | |
| Sexual orientation | |