

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 Directorate
Service area	Health and Social Care
Title of the activity being assessed i.e. the strategy, plan, policy or service	To seek authority to award a Call-Off Contract for the supply of an improvement partner to implement the findings from the Gloucestershire Urgent and Emergency Care diagnostic conducted by the same company.
Brief outline of the proposal(s)	For our health and care system to commission a significant implementation support package to enable us to deliver these improvements to ensure that we consistently deliver quality health and care for the Gloucestershire population, alongside delivering a more resilient financial and capacity position for health and care providers.
Who is affected by the proposals?	<p>Service users <input type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify:</p> <div style="border: 1px solid black; padding: 5px; margin-top: 5px;"> <p>System Partners – ICS (NHS Acute and Community Trusts, Primary Care, SWAST) Operational staff, Integrated Commissioners & Brokerage</p> </div>
Decision to be taken and decision maker	<p>1. To approve, without further competition, under the Association of North East Councils Limited's NEPRO³ Framework Agreement, to the sole neutral vendor managed service supplier, namely Bloom Procurement Services Limited (Bloom) the award of a Call-Off Contract for the supply of an improvement partner to implement the findings identified in the Gloucestershire Urgent and Emergency Care Diagnostics.</p>
Person(s) responsible for completing this assessment	Donna Miles Head of Integrated Commissioning for Community Care

Date of this assessment	17 February 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 – detailed diagnostics phase	
Service users	<p>Across the 100+ people reviewed aged 65 or over, 26% were non-ideal admissions who could have avoided an acute admission and over 50% of incidents of need could have been avoided.</p> <p>53% could have been better dealt with by an intervention from Primary and Community services.</p> <p>1 in 3 could have avoided an ambulance attendance. 1 in 4 could have avoided admission with the right frailty input. 1 in 2 could have avoided an acute episode with community services. 1 in 6 with 'criteria to reside' are waiting for diagnostics. 70% of people with 'no criteria to reside' are waiting for pathway capacity.</p>
Workforce	<p>A wide range of staff across organisations, roles and seniority were engaged in a comprehensive survey that yielded a 76% response.</p> <p>The survey questions covered system leadership, capability, culture, capacity and transformation.</p> <p>65% of responders to the survey were front-line team members and management.</p> <p>This was supplemented with further understanding gleaned from face-to-face interviews, front-line shadowing, LGA Peer Review and existing service user / patient experiences.</p> <p>Only 1 in 9 members of staff said they believed they were meeting residents needs however, all believed there are opportunities to change and improve.</p> <p>34% of respondents believe we put the person at the heart of our priority setting.</p>

Partners	<p>We have defined the scope of Urgent and Emergency Care (UEC) to include all services involved in the initial response to a resident who needs responsive care (such as ambulance services, NHS 111 and Primary Care urgent appointments) all the way through the pathway to the point of discharge to onwards care, and the provision of that care in the community when it is needed, and the role that adult social care plays in that.</p> <p>Adult social care can be involved at any of the above stages either to help prevent an admission to hospital by offering an alternative service in the community, supporting discharge from hospital, and offering short term rehabilitation and assessment for the provision of longer-term adult social care.</p>
Other	<p>The budget for the urgent and emergency care improvement partner is £8.25m. This will be provided by the ICB and has been drawn from NHS national funding that has been allocated to Gloucestershire to improve capacity and flow in urgent and emergency care.</p> <p>Therefore, there will be no deduction from existing resources dedicated to delivering direct patient care, adult social services or funding for recurrent staff or services. This will be passed to GCC via a Section.256 agreement under the NHS Act 2006.</p>

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 Characteristics	Service Users	Workforce
Age Disability	<p>For some service users with protected characteristics there will be a significant positive impact.</p> <p>The Improvement Partnership will address concerns identified in the Peer Review, for example</p> <p><i>'Concerns were also raised regarding risk to</i></p>	<p>Clearer communication and understanding across the ICS will have a positive impact in giving staff the training and tools to do their jobs. This also includes the independent sector providers.</p> <p>No significant negative impact has been identified.</p>

	<p><i>and gaps in provision for people with dementia and about people who are non-weight bearing being discharged to D2A beds with little to no therapy input resulting in significant deconditioning. We also heard of people being rehabilitated and ready to go home but due to lack of P1 capacity, being admitted to D2A beds and becoming deconditioned again whilst there.'</i></p> <p>It is anticipated all services users, including those with protected characteristics, there will be a positive impact e.g. reduced length of stay, or timely discharge to place of choice, no acute admission.</p> <p>No significant negative impact has been identified.</p>	
<p>Sex Race Gender reassignment Marriage & civil partnership Pregnancy & maternity Religion and/or belief Sexual orientation</p>	<p>No identified significant impact</p>	<p>No identified significant impact</p>

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
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Engagement will now occur via the governance arrangements outlined above.	This will allow us to engage with a range of experts by experience whilst managing expectations.
Appointment of Programme Team	To take forward recommendations from the detailed diagnostics.

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	Utilisation of the ASC and ICB Discharge Funds. The Discharge Funds are already demonstrating system change.	31 March 2023	Sarah Scott, Ellen Rule, Kim Forey


6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
<p>The oversight of the delivery of the recommendations from the Newton Europe UEC diagnostic is through the UEC Transformation Board, and supported by three Senior Responsible Officers; Sarah Scott, Executive Director of Adult Social Care, Wellbeing and Communities for GCC, Ellen Rule, Deputy Chief Executive and Director of Transformation Dr Andy Seymour, Medical Director for the ICB.</p> <p>Regular updates will be brought to the ICB public board and to HOSC.</p> <p>Once implementation has started, monitoring of feedback from stakeholders will take account of protected characteristics and inform this statement.</p>


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	Sarah Scott
Date	14.3.23

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 Allaway-Martin
Date	16.3.23

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

Data in Appendix 1 is taken from the Gloucestershire County Council 2022 Population Profile (<https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf>) or has been provided by Ann Rowan (Planning, Performance & Insight).

Some of the information below is not the proportion of Individuals who currently use the service. It represents the percentage of all people living in Gloucestershire. This is because these services are open to any adults who meet assessment criteria, and Individuals using these services is likely to regularly change throughout the duration of these services being delivered.

Protected Characteristic	Service User Data and Information				
Age <i>percentage/profile of service user ages</i>			% of Population		
		Number of People	0-19	20-64	65+
	Cheltenham	116,043	22.5%	57.6%	19.9%
	Cotswold	90,264	20.3%	53.5%	26.9%
	Forest of Dean	87,107	21.0%	54%	24.9%
	Gloucester	129,709	24.5%	58.4%	17.1%
	Stroud	120,903	21.9%	55.3%	22.7%
	Tewkesbury	96,624	22.5%	55.4%	22.1%
	Gloucestershire	640,650	22.3%	55.9%	21.8%
			ASC	Source	

<p>Adult Social Care Age profile percentage/profile of service user ages</p>	Age range	Number	%	<p>SU Diversity 2021/22</p>
	10-19	86	1%	
	20-29	647	4%	
	30-39	610	4%	
	40-49	598	4%	
	50-59	1414	10%	
	60-69	1222	8%	
	70-79	2341	16%	
	80-89	4344	30%	
	90-99	2928	20%	
100+	230	2%		

<p>Disability percentage/profile of service users who have a disability</p>	<table border="1"> <thead> <tr> <th></th> <th colspan="5">% of Age Group</th> </tr> <tr> <th></th> <th>All ages</th> <th>0-15</th> <th>16-49</th> <th>50-64</th> <th>65+</th> </tr> </thead> <tbody> <tr> <td>Cheltenham</td> <td>15.1</td> <td>2.7</td> <td>7</td> <td>18.1</td> <td>48.8</td> </tr> <tr> <td>Cotswold</td> <td>16.1</td> <td>2.7</td> <td>6.7</td> <td>14.8</td> <td>43.9</td> </tr> <tr> <td>Forest of Dean</td> <td>19.6</td> <td>3.6</td> <td>9.2</td> <td>20.3</td> <td>52.2</td> </tr> <tr> <td>Gloucester</td> <td>16.8</td> <td>3.5</td> <td>8.5</td> <td>22.6</td> <td>54.4</td> </tr> <tr> <td>Stroud</td> <td>16.7</td> <td>3.3</td> <td>7.9</td> <td>16.8</td> <td>47.6</td> </tr> <tr> <td>Tewkesbury</td> <td>16.5</td> <td>2.9</td> <td>7.1</td> <td>16.9</td> <td>47.6</td> </tr> <tr> <td>Gloucestershire</td> <td>16.7</td> <td>3.1</td> <td>7.8</td> <td>18.3</td> <td>49</td> </tr> </tbody> </table>						% of Age Group						All ages	0-15	16-49	50-64	65+	Cheltenham	15.1	2.7	7	18.1	48.8	Cotswold	16.1	2.7	6.7	14.8	43.9	Forest of Dean	19.6	3.6	9.2	20.3	52.2	Gloucester	16.8	3.5	8.5	22.6	54.4	Stroud	16.7	3.3	7.9	16.8	47.6	Tewkesbury	16.5	2.9	7.1	16.9	47.6	Gloucestershire	16.7	3.1	7.8	18.3	49
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<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>Information on race shown in the 2022 Population Profile is based on data from the 2011 census. It found:</p> <ul style="list-style-type: none"> • Black and Minority Ethnic groups accounted for 4.6% of the population. • 3.1% of the population were “white other.” <p>This data is limited, as it is from 2011. The report acknowledges that Gloucestershire is becoming increasingly diverse, so it is likely the percentages above are now much greater.</p> <table border="1"> <thead> <tr> <th data-bbox="524 1145 808 1225"></th> <th colspan="3" data-bbox="815 1145 1491 1225">ASC</th> <th data-bbox="1498 1145 1960 1225">Source</th> </tr> </thead> <tbody> <tr> <td data-bbox="524 1230 808 1353"> <p>Race percentage/profile of service users</p> </td> <td data-bbox="815 1230 1245 1265"></td> <td data-bbox="1252 1230 1384 1265">Number</td> <td data-bbox="1391 1230 1491 1265">%</td> <td data-bbox="1498 1230 1960 1353" rowspan="3"> <p>SU Diversity 2021/22</p> </td> </tr> <tr> <td data-bbox="815 1270 1245 1305">Any other Asian background</td> <td data-bbox="1252 1270 1330 1305">21</td> <td data-bbox="1391 1270 1491 1305">0%</td> <td data-bbox="1498 1270 1960 1305"></td> </tr> <tr> <td data-bbox="815 1310 1245 1345">Asian British</td> <td data-bbox="1252 1310 1330 1345">1</td> <td data-bbox="1391 1310 1491 1345">0%</td> <td data-bbox="1498 1310 1960 1345"></td> </tr> </tbody> </table>					ASC			Source	<p>Race percentage/profile of service users</p>		Number	%	<p>SU Diversity 2021/22</p>	Any other Asian background	21	0%		Asian British	1	0%																													
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		Indian	31	0%	
		Pakistani	4	0%	
		Any other black background	10	0%	
		Black African	24	0%	
		Black British	3	0%	
		Black Caribbean	45	0%	
		Any other ethnic group	7	0%	
		Any other mixed background	3	0%	
		Chinese	16	0%	
		Any other White Background	5	0%	
		White and Asian	6	0%	
		White and Black Caribbean	3	0%	
		White British	11254	78%	
		White European	10	0%	
		White Irish	7	0%	
		Not Divulged	3	0%	
		Not Known	2911	20%	
Not Stated	49	0%			
Total	14420	100%			

Gender reassignment percentage/profile of service users who have indicated they are transgender	The Population Profile gives the information below, however highlights that this is 'best estimates' based on research from the Gender Identity Research and Education Society.		
		Number of People	% of 16+ population
	Cheltenham	950	1%
	Cotswold	750	1%

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Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	<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 by still legally married or 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. 																
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<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>There were 5,800 live births in Gloucestershire in 2020.</p> <table border="1"> <thead> <tr> <th></th> <th colspan="8">% of births by age of mother</th> </tr> <tr> <th></th> <th>Total Number of Births</th> <th>Under 20</th> <th>20-24</th> <th>25-29</th> <th>30-34</th> <th>35-39</th> <th>40-44</th> <th>45+</th> </tr> </thead> <tbody> <tr> <td>Gloucestershire</td> <td>5,800</td> <td>2.1</td> <td>12.4</td> <td>26.5</td> <td>34.5</td> <td>19.5</td> <td>4.5</td> <td>0.5</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>ASC</th> <th>Source</th> </tr> </thead> <tbody> <tr> <td>Pregnancy and Maternity Leave percentage/profile of service users who are</td> <td>This needs definition. This would be a snapshot at any one moment in time. I am not sure if this information would be available as this would not normally be</td> </tr> </tbody> </table>			% of births by age of mother									Total Number of Births	Under 20	20-24	25-29	30-34	35-39	40-44	45+	Gloucestershire	5,800	2.1	12.4	26.5	34.5	19.5	4.5	0.5	ASC	Source	Pregnancy and Maternity Leave percentage/profile of service users who are	This needs definition. This would be a snapshot at any one moment in time. I am not sure if this information would be available as this would not normally be			
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	<table border="1"> <tr> <td data-bbox="526 199 862 322">female and who are pregnant or on a maternity leave</td> <td data-bbox="869 199 1482 322">gathered.</td> </tr> </table>	female and who are pregnant or on a maternity leave	gathered.																																																																		
female and who are pregnant or on a maternity leave	gathered.																																																																				
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<table border="1"> <thead> <tr> <th data-bbox="526 502 792 564"></th> <th colspan="9" data-bbox="799 502 1942 564">% of population</th> </tr> <tr> <th data-bbox="526 569 792 639"></th> <th data-bbox="799 569 958 639">Christian</th> <th data-bbox="965 569 1124 639">Buddhist</th> <th data-bbox="1131 569 1245 639">Hindu</th> <th data-bbox="1252 569 1366 639">Jewish</th> <th data-bbox="1373 569 1520 639">Muslim</th> <th data-bbox="1527 569 1619 639">Sikh</th> <th data-bbox="1626 569 1740 639">Other</th> <th data-bbox="1747 569 1839 639">None</th> <th data-bbox="1845 569 1942 639">Not stated</th> </tr> </thead> <tbody> <tr> <td data-bbox="526 644 792 683">Gloucestershire</td> <td data-bbox="799 644 958 683">63.5</td> <td data-bbox="965 644 1124 683">0.3</td> <td data-bbox="1131 644 1245 683">0.4</td> <td data-bbox="1252 644 1366 683">0.1</td> <td data-bbox="1373 644 1520 683">1</td> <td data-bbox="1527 644 1619 683">0.1</td> <td data-bbox="1626 644 1740 683">0.5</td> <td data-bbox="1747 644 1839 683">26.7</td> <td data-bbox="1845 644 1942 683">7.5</td> </tr> <tr> <td data-bbox="526 687 851 762"></td> <td colspan="3" data-bbox="857 687 1391 762">ASC</td> <td colspan="6" data-bbox="1397 687 1942 762">Source</td> </tr> <tr> <td data-bbox="526 767 851 1192" rowspan="7"> <p>Religion percentage/profile of service users religious beliefs</p> </td> <td data-bbox="857 767 1124 805"></td> <td data-bbox="1131 767 1245 805">Number</td> <td data-bbox="1252 767 1366 805">%</td> <td colspan="6" data-bbox="1397 767 1942 1192" rowspan="7"> <p>SU Diversity 2021/22</p> </td> </tr> <tr> <td data-bbox="857 810 1124 887">Atheist/Agnostic</td> <td data-bbox="1131 810 1245 887">1230</td> <td data-bbox="1252 810 1366 887">9%</td> </tr> <tr> <td data-bbox="857 892 1124 930">Christian</td> <td data-bbox="1131 892 1245 930">6022</td> <td data-bbox="1252 892 1366 930">42%</td> </tr> <tr> <td data-bbox="857 935 1124 1011">Other religion</td> <td data-bbox="1131 935 1245 1011">211</td> <td data-bbox="1252 935 1366 1011">1%</td> </tr> <tr> <td data-bbox="857 1016 1124 1054">Not Known</td> <td data-bbox="1131 1016 1245 1054">6382</td> <td data-bbox="1252 1016 1366 1054">44%</td> </tr> <tr> <td data-bbox="857 1059 1124 1098">Catholic</td> <td data-bbox="1131 1059 1245 1098">575</td> <td data-bbox="1252 1059 1366 1098">4%</td> </tr> <tr> <td data-bbox="857 1102 1124 1192">Grand Total</td> <td data-bbox="1131 1102 1245 1192">14420</td> <td data-bbox="1252 1102 1366 1192">100%</td> </tr> </tbody> </table>		% of population										Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	None	Not stated	Gloucestershire	63.5	0.3	0.4	0.1	1	0.1	0.5	26.7	7.5		ASC			Source						<p>Religion percentage/profile of service users religious beliefs</p>		Number	%	<p>SU Diversity 2021/22</p>						Atheist/Agnostic	1230	9%	Christian	6022	42%	Other religion	211	1%	Not Known	6382	44%	Catholic	575	4%	Grand Total	14420	100%
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<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay,</i></p>	<p>The information below is an estimate based on results from the Annual Population Survey. The proportion of gay, lesbian or bisexual people in all districts in Gloucestershire is estimated to be 2.7%.</p>																																																																				

<i>bisexual, heterosexual</i>		ASC	Source
	Sexual Preference orientation/profile of service users who are lesbian, gay, bisexual, heterosexual	TBA waiting data may not be actively recorded in LAS	TBA

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	
Disability	
Sex	
Race	

Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	