

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	Economy Environment and Infrastructure
Service area	Inclusive Employment
Title of the activity being assessed i.e. the strategy, plan, policy or service	A programme of work across the ICS and other employers, addressing health inequalities for people at risk of long-term unemployment/economic inactivity and increasing employment opportunities within the NHS for young people at risk of long-term unemployment
Brief outline of the proposal(s)	<ol style="list-style-type: none"> 1. To develop a programme of work that will provide additional support to people who are at risk of health inequalities due to long term unemployment or economic activity. 2. To increase the number of opportunities across the NHS and other employers for people who have additional barriers to entering or re-entering the labour market 3. To identify pathways into NHS careers for young people at risk on long term unemployment including those who are care-experienced, at risk of or who are not in education, employment or training (NEET) and those who have health conditions 4. To establish an evidence-base to support future development and/or commissioning of services helping people with barriers to entering/re-entering the labour market, including those retaining their roles
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 200px; height: 20px;" type="text"/>
Decision to be taken and decision maker	To accept funding from the ICS for the development and delivery of this programme of work

	Cllr Philip Robinson Cabinet Member for Education, Skills and Bus Transport
Person(s) responsible for completing this assessment	Vikki Walters Strategic Lead for Inclusive Employment
Date of this assessment	14 th April 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	<p>There is both national and local data that links worklessness with health inequalities, with certain groups of people more likely to be at risk of long-term unemployment or economic inactivity, depending upon where they live and their ethnic group. The data also gives an insight into the likelihood of young people and their potential health and employment outcomes.</p> <p>The council's Service User Diversity Report gives an overview of the diversity profile of service users using GCC's services service-user-diversity-report-2021-2022.pdf (gloucestershire.gov.uk)</p> <p>Gloucestershire County Councils Population Profile details outcomes for groups with protected characteristics equality-profile-2022-v2.pdf (gloucestershire.gov.uk)</p> <ul style="list-style-type: none"> ▪ 7.3% of people living in Gloucestershire, aged 25 or over with a long-term limiting health condition have never worked compared to 1.1% of those without a long-term limiting illness ▪ The life expectancy for a female living in the most deprived area of Gloucestershire is 8 years less than a female living in the least deprived area and for men the difference is 10 years <p>The Director of Public Health's 2020 Report gives an overview of how the pandemic adversely affected those from BAME communities. BAME adults aged 24 – 49 are more likely to be unemployed than white adults of the same age, for black people they are twice as likely to be unemployed.</p> <p>Inform Gloucestershire also shows us higher numbers of BAME people living in areas of highest deprivation.</p> <p>In 2019 52.7% of pupils in the most deprived areas of Gloucestershire achieved a "good level of development" compared to 79.8% of those living in the least deprived areas.</p>

	<p>The 2021 Census shows 68.9% of those who are unemployed have not worked within 12 months. This may however be affected by the Pandemic when we saw unemployment rise significantly across the county, however we also know (Director of Public Health Report) that some groups of people were more affected by the pandemic than others.</p> <p>In November 2022 the number of “economically inactive” people aged 20 to 65 claiming Universal Credit with “no work requirement” was 13,014 compared to 5815 in March 2020. This will include people who are sick, who have caring responsibilities or who are in full time education. In addition 12,858 people aged 16 to 64 were still claiming Employment and Support Allowance.</p> <p>The 2018 CYP and Families Needs Assessment gives an overview of factors affecting children and families. It identifies factors that may affect a young person’s risk of mental health, educational attainment, involvement with the Criminal Justice System or employment.</p> <p>https://www.gloucestershire.gov.uk/media/2082189/cyp_and_families_needs_assessment_2018-2.pdf</p> <p>Children leaving care are likely to face multiple disadvantages. Those entering care are more likely to have experienced poverty. Children in Care are included in a group of young people who are more likely to face barriers to entering the labour market due in part to their childhood experiences and lack of parental support.</p> <p>A survey of Care Leavers in Gloucestershire carried out by the Care Leaver Ambassadors in 2021 established barriers faced by Care Leavers include:</p> <ul style="list-style-type: none"> • Benefits • Lack of interesting jobs • No qualifications • Mental and physical disabilities including anxiety • Low aspirations <p>What they would like includes:</p> <ul style="list-style-type: none"> • A secure life and their own home • To believe in themselves • To go to university • Help in their communities • Have a stable income and a choice of career
Workforce	n/a

Partners	n/a
Other	n/a

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
All Groups	<p>This programme of work is to promote inclusive employment to help ICS business areas and employers across Gloucestershire be more aware of individuals who may be at risk of becoming marginalised. It aims to promote equality, equity and inclusion across all groups and provide information and tools for ICS business areas and employers to offer inclusive workplaces.</p> <p>The council's Employment and Skills Hub will collect data from individuals participating in their services and programmes. This data will be used to ensure that service delivery and development eliminates discrimination and promotes equality of opportunity.</p> <p>Service development and evaluation will be informed by the council's Employment and Skills Hub user-led group, the "Heart of the Hub", which is being developed to ensure representation of individuals with protected characteristics who are accessing support through the Employment and Skills Hub programmes and services.</p> <p>Data will also be collected through customer surveys and ongoing monitoring of the customer journey.</p>	
Age	This work will positively impact on people who may be discriminated against due to their age by	No identified significant impact

	<p>providing them with individualised support and information to help them overcome barriers.</p> <p>According to a Health Foundation report Oct 2022, Younger age groups (16-19 and 20-24) are generally more likely to experience unemployment. Inequalities in unemployment - The Health Foundation</p> <p>From 2019 to 2021, population growth in Gloucestershire was largest in the 65+ age group (higher than the percentage increase in both the South West and England) and Cotswold District is the District with the highest share of over-65s (26%) in the County.</p>	
Disability	<p>This work will positively impact on people who have a disability or work limiting health condition including mental health by providing them with the individualised support to help them find employment and to sustain that employment. This will also include work with ICS business areas and/or employers to help eliminate stigma attached to some health conditions, to raise awareness and to ensure the correct support is available to them within the workplace.</p> <p>Some people with fluctuating health conditions may benefit from a 'health first' approach that recognises their needs.</p>	No identified significant impact
Sex	<p>No identified significant impact</p> <p>Lone parents are often restricted in overall hours and the timing of work they are able to undertake because of limited availability and the cost of childcare. The majority of lone parents are women.</p>	No identified significant impact
Race	<p>BAME groups and some migrants may have language barriers while others may not have their qualifications and work experience gained overseas recognised by UK employers.</p> <p>Gloucester and Cheltenham are the two Districts in the County that have the greatest ethnic diversity.</p>	No identified significant impact

	<p>We know that young people from certain ethnic communities are at higher risk of becoming NEET. This work will have a positive impact by targeting areas of deprivation and areas where there is a rich ethnic mix. (any input data around ethnic NEETs?)</p> <p>The October 2022 Health Foundation report highlights that adults from Pakistani/Bangladeshi and Black and mixed ethnicity backgrounds are more than twice as likely to be unemployed as white adults. This report also highlights there has been no change in this since 2016. Inequalities in unemployment - The Health Foundation</p>	
Gender reassignment	No identified significant impact	No identified significant impact
Marriage & civil partnership	No identified significant impact	No identified significant impact
Pregnancy & maternity	No identified significant impact	No identified significant impact
Religion and/or belief	Religious tolerance is built into this programme and by targeting underrepresented groups employed across ICS organisations will have a positive impact on this group	No identified significant impact
Sexual orientation	No identified significant impact	No identified significant impact

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	Service Users to be involved in the Development of this work	April 2023	Vikki Walters
Positive	Cross-ICS steering group to be set up – to include service users and other (external) partners	April 2023	Vikki Walters

6. Monitoring and review

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

The Heart of the Hub, user-led group will be included in the monitoring of the activities detailed in the report. They will have an active role in ensuring that groups with protected characteristics have equal opportunities through the programmes and services and will also be involved in the development of new areas of work and evaluation of the current workstreams.

The main groups that officers will report into and which will undertake monitoring and review of this programme of work will be:


- The Programme Steering Group – reporting on a quarterly basis
- The Joint Commissioning Partnership Executive (JCPE) reporting twice yearly

Other stakeholders will be kept informed of progress and findings, including:
Gloucestershire Economic Growth Joint Committee (GEGJC)
Community Mental Health Transformation Board


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	17 th April 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 Philip Robinson
Date	17 April 2023

8. Publication

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

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>The 2021 census shows a population in Gloucestershire of 645,100. This has increase of 48,000 people compared to the 2011 census. This rate of growth - 8.1% is higher than the rate for England and Wales – 6.3%. 21.8% of the population were aged between 0 to 19 56.5% of the population were aged between 20 and 64 21.7% of the population were aged over 65</p> <p>The working age population has increased by 3.4%. The highest increase is in for ages 65+ which has seen an increase of 25% since 2011.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>51% of people living in Gloucestershire are women. Women are more likely to be living in a single person household Women aged 50-64 are more likely to be providing unpaid care Men aged 16-24 are more likely not to have any qualifications Women aged between 25 and 34 are more likely to have a level 4 or above qualification Men aged 25 to 64 are more likely to be in higher managerial, administrative or professional occupations Men have a higher suicide rate (over three times higher) than women</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>The 2011 Census reported 16.7% of Gloucestershire residents reporting having a long-term limiting health problem. In Quarter 2 2021 the national employment rate for disabled people was 52.7% compared to 81 % for non-disabled people.</p>

In 2021 1.2% of Gloucestershire's population aged 16+ reported they were blind or partially sighted and 5.9% deafness/hearing loss.

The national employment rate for people with learning disabilities is 6%, for people with Autism around 15%, 65% for people with physical disabilities and 20% of people with severe mental health problems are in work. Disabled people are 3 times less likely to hold a qualification than their non-disabled peers. 7.3% of people in Gloucestershire aged over 25 with a long-term limiting illness have never worked.

15% of young disabled people are NEET compared to 7% of non-disabled people.

At the age of 26 disabled people are four times more likely to be unemployed and disabled people earnings are on average 11% lower than for other without disabilities.

The poverty rate for disabled adults at 30% is twice that for non-disabled people.

The number of people estimated to have a learning disability in Gloucestershire in 2020 (aged 18+) is 11,913 which represents 2.3% of the adult population.

As of December 2020 44% of permanent exclusions and 47% of fixed period exclusions related to young people with SEND.

As of December 2020 16,251 children and young people receive SEN support with 3146 having an EHCP this represents 16.8% and 3.3% of the school population respectively.

4,360 young people between the age of 16 and 25 have an EHCP.

There is a high prevalence of children and young people with EHCPs/Statements living in IMD index areas of deprivation

People who are blind or have severe visual impairment represent 1% of the population in Gloucestershire and people who are deaf or have severe hearing impairment 4%. The employment rate for people who are blind or have sight impairment is 66% and people who are deaf or have hearing impairment are twice as likely to be unemployed.

1:4 people at any time in the UK will have a mental health issue.

There are an estimated 6000 young carers in Gloucestershire.

7.2% of people aged 25 or over with a long-term limiting health conditions have never worked compared to 1.1% of people of the same age group without a long term limiting condition

7.2% of people aged 25+with a long-term limiting condition are in higher managerial jobs compared to 13.9% of those of the same age group without a long-term limiting condition

20.6% of people with a long-term limiting condition live in social housing compared to 10.8% of people without long-term limiting conditions

<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>During the 2021 census 93.1% of Gloucestershire’s population identified as “white”. This is less diverse than the national average (81.7%), although in line with the SW regional average. In 2011 95.4% of Gloucestershire’s population identified as “white” a difference of 2.4%. The largest increase between 2011 and 2021 was in those identifying as “Other White” – 3.1% to 4.5%. Since 2011 the proportion of people identifying as "English, Welsh, Scottish, Northern Irish or British" in Gloucestershire fell from 91.6% in 2011 to 87.7% in 2021. Conversely the 18 other ethnic groups all saw no change or an increase in the proportion of the population identifying as that group</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>50% of people in Gloucestershire aged 16+ are married which is higher than the national average. The proportion of divorced or widowed people also exceeds the national average whilst the number of people who are single or separated is below the national average. Evidence suggests that being married is associated with better mental health and whilst there is less evidence about the benefits of being in a civil partnership it is likely that similar benefits are experienced by people in committed relationships.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>Christianity is the most common religion in Gloucestershire – 49.2% of the population with people reporting “no religion” in second with 41.4%. The number of people citing Christianity as their religion has fallen from 63.5% in 2011 with an increase in “no religion” from 26.7%.</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>Transgender people are more likely to report mental health conditions and to attempt suicide than the general population. There are no official estimates of gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society (GIREs) estimate that there are between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance. These figures are equivalent to somewhere between 0.6% and 1% of the UK’s adult population. By applying the same proportions to Gloucestershire’s 16+ population, we can estimate that there may be somewhere between 3,092 and 5,154 adults in the county that are experiencing some degree of gender variance.</p>

<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>The largest proportion of births is among women aged 30-34. This is also the age when the employment rate for women is at its highest.</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>A recent estimate from ONS Integrated Household Survey suggests nationally Lesbian, Gay and Bisexual people represent 2.1% of people aged 16 and over. If applied to Gloucestershire this would suggest around 10.800 Lesbian, Gay and Bisexual people in the County. Younger people are more likely to identify as LGB - 4.2% aged 16 – 24 compared to 0.75% of people aged over 65 Evidence from a Public Health England report suggests Lesbian, Gay, Bisexual and Trans communities have demonstrated repeated higher levels of health risk behaviours and their life expectancy is lower than average.</p>

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

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

