

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	Adult Education
Title of the activity being assessed i.e. the strategy, plan, policy or service	Community and Adult Skills Programme 2023 – 2024.
Brief outline of the proposal(s)	<p>To seek cabinet approval to:</p> <ol style="list-style-type: none"> 1. Run a competitive procurement process under the existing framework agreement, valid for another 3 years, for the provision of adult learning services and then to award call off contract(s) of varying lengths up to a maximum of 12 months, depending on the type of courses or piece of work, for the 2023 – 2024 academic year. 2. Enter into the funding agreement with the Education and Skills Funding Agency (ESFA) for the purpose of funding the delivery of Community Learning and the Adult Skills Programme during the 2023 – 2024 academic year.
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/></p> <p>Other, please specify: <input style="width: 200px; height: 20px;" type="text"/></p>
Decision to be taken and decision maker	<p>Aims: To provide a curriculum strategy and process for purchasing learning to reflect changing priorities, whether identified by the Education and Skills Funding Agency, or locally.</p> <p>To ensure that learning programmes engage those with greatest educational and economic needs.</p> <p>Expected outcomes:</p>

	<p>The provision targets the most disadvantaged communities.</p> <p>The commissioning process ensures that we use local community providers and partner organisations that can reach adults with the highest level of multiple disadvantages.</p>
Person(s) responsible for completing this assessment	<p>Natasha Panchbhaya, Adult Education Delivery and Subcontract Manager, Adult Education</p> <p>Tel: 01452 583842 or 07795 265598</p> <p>Email: Natasha.Panchbhaya@gloucestershire.gov.uk</p>
Date of this assessment	02/05/2023

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	<ul style="list-style-type: none"> • Skills for Business in Gloucestershire GFirst LEP • Local skills report guidance for Skills Advisort Panels (SAPs) (gfirstlep.com) • Census 2021 results - Census 2021 • Learner views are routinely gathered via various methods such as Surveys, focus groups, evaluation of learning and complaints/compliments. • Our own MIS data.
Workforce	<ul style="list-style-type: none"> • Staff surveys to gather staff views. • Briefings are held with wider services for valuable insight and feedback. • Termly meetings with the Governance Advisory Board. • Staff briefings and meetings to consult on current issues are held monthly by team managers and the head of service, including whole service briefings. • Staff 121's are completed monthly with team managers.
Partners	<ul style="list-style-type: none"> • Ongoing framework agreement which has been ongoing for many years • Monthly reviews with stakeholders • Networking events with stakeholders
Other	

3. Equality Assessment

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

Protected Characteristic	Service Users	Workforce
Age	<p>The population of Gloucestershire is 646,627 according to mid-2021 population figures published by the ONS. The population of Gloucestershire is the equivalent to 1.1% of England's 56,536,419.</p> <p>The adult population of Gloucestershire shows that 540,911 people are over the age of 18, with the working age population to be 400,118 which is 61.9% overall, and over 65's represents 21.8% of the population.</p> <p>There is some variation at district level:</p> <ul style="list-style-type: none"> • At 19.2%, Gloucester has the highest proportion of children and young people (aged 0-15) and exceeds the county and national figures. • Gloucester has the highest proportion of working aged people aged 16-64 (64.1%), exceeding the county and national figures. • Cotswold, the Forest of Dean, Stroud and Tewkesbury all have higher proportion of people aged 65+ when compared to the county and national figures. At 26.1% Cotswold has the largest proportion of people aged 65 and over. <p>Programmes are predominately aimed at adults who are within working age. In the academic year of 2021 – 2022 81% of learners were aged 19-65, with 19% being over the age of 65.</p>	Not affected
Disability	<p>The 2021 Census shows that 16.8% of Gloucestershire's population (108,379 people) were classed as disabled under the Equality Act (2010), of which 6.4% (41,202 people) said</p>	

	<p>their daily activities are limited a lot and 10.4% (67,177 people) limited a little.</p> <p>Programmes aimed at adults with learning difficulties and courses designed to improve health and wellbeing are key elements of the adult learning services curriculum strategy.</p> <p>In the academic year of 21/22 40.07% of learners declared that they had a disability, compared to 41% in the same period of 20/21 academic year.</p>	
Sex	<p>The overall gender distribution for Gloucestershire is 48.9% males and 51.1% females. All districts have a higher proportion of females than males. Cotswold has the highest proportion of females accounting for 51.8% of its population, whereas Gloucester has the lowest, accounting for 50.5% of its population.</p> <p>Programmes during the academic year of 20/21 attracted more women as they are more likely to attend programmes on offer which are predominantly designed to help promote more confident parenting skills. This includes helping children with their school work.</p> <p>In the academic year of 21/22 74.84% of learners were female, which was similar to the academic year of 20/21 where by 73.35% of learners were female.</p>	
Race	<p>According to the 2021 Census 93.1% (600,314) of Gloucestershire's population is White, Gloucestershire was less diverse than the national average, with 81.7% of residents across England and Wales identifying as "White", however it was in line with the regional average where 93.1% of residents identified as "White". "Asian, Asian British or Asian Welsh" accounted for the second largest proportion of Gloucestershire's population at 2.9%. This group was also the second largest group at a national and regional level. The third largest ethnic group in Gloucestershire was "Mixed or Multiple ethnic groups", this</p>	

	<p>differs from the picture seen at a national level where “Black, Black British, Black Welsh, Caribbean or African” accounted for the third largest proportion of the population.</p> <p>The proportion of Black Asian Minority Ethnic (BAME) group learners on Adult Learning during 21/22 academic year was 20.12%, which was an increase compared to the same period in 20/21 of 17.69%.</p> <p>There were no significant differences in achievement rates for Black Asian Minority Ethnic group learners when compared to other ethnicities. (BAME achievement 95.06% and Non-BAME achievement 98%)</p>	
Gender reassignment	<p>Provision of this information by services users with this protected characteristic is optional. There is insufficient data to provide a meaningful analysis.</p> <p>Managers and tutors are responsible for understanding the needs of the most vulnerable and public sector equality requirements when delivering or developing courses that may include learners from this protected group.</p>	Not affected
Marriage & civil partnership	<p>Provision of this information by services users with this protected characteristic is optional. There is insufficient data to provide a meaningful analysis.</p> <p>Managers and tutors are responsible for understanding the needs of the most vulnerable and public sector equality requirements when delivering or developing courses that may include learners from this protected group.</p>	Not affected
Pregnancy & maternity	<p>Provision of this information by services users with this protected characteristic is optional. There is insufficient data to provide a meaningful analysis.</p> <p>Managers and tutors are responsible for understanding the needs of the most vulnerable and public sector equality requirements when delivering or developing</p>	Not affected

	courses that may include learners from this protected group.	
Religion and/or belief	<p>Provision of this information by services users with this protected characteristic is optional. There is insufficient data to provide a meaningful analysis.</p> <p>Managers and tutors are responsible for understanding the needs of the most vulnerable and public sector equality requirements when delivering or developing courses that may include learners from this protected group.</p>	Not affected
Sexual orientation	<p>Provision of this information by services users with this protected characteristic is optional. There is insufficient data to provide a meaningful analysis.</p> <p>Managers and tutors are responsible for understanding the needs of the most vulnerable and public sector equality requirements when delivering or developing courses that may include learners from this protected group.</p>	Not affected

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
Continue to ensure that the skills and training that we offer directly links future jobs being created linked from the local labour market information	Supporting the 'Building back better in Gloucestershire strategy'
Continue supporting local residents to develop new skills, careers and job opportunities especially those over 50	Supporting the 'Building back better in Gloucestershire strategy'
Continue to obtain learner feedback, through learning logs, forums and learning impact surveys	Allowing us to continue to analyse our current delivery model and curriculum to meet the service user needs

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	Continue to ensure that the skills and training that we offer directly links future jobs being created linked from the local labour market information	Ongoing throughout academic year	<ul style="list-style-type: none"> •Leadership and Management Team •Quality Leads
Positive	Continue supporting local residents to develop new skills, careers and job opportunities especially those over 50	Ongoing throughout academic year	<ul style="list-style-type: none"> •Leadership and Management Team •Quality Leads
Positive	Continue to obtain learner feedback, through learning logs, forums and learning impact surveys	Ongoing throughout academic year	<ul style="list-style-type: none"> •Leadership and Management Team •Quality Leads


6. Monitoring and review

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


- Review of data each month amongst the data and performance working group
- Weekly discussions with the wider leadership and management team
- Monthly review meetings with stakeholders
- Termly review of data
- Analysis of data capturing trends
- Termly review in self-assessment report
- Ongoing analysis of local demographic reports such as 2021 Census
- Review of localised strategies
- Termly meetings with the Governance advisory 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	08.06.2023

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	08.06.2023

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
Age <i>percentage/profile of service user ages</i>	https://www.gloucestershire.gov.uk/media/2121771/demography-and-migration-briefing-v3.pdf
Disability <i>percentage/profile of service users who have a disability</i>	https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/health-disability-and-unpaid-care/
Sex <i>percentage/profile of service users who are male and who are female</i>	https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/sexual-orientation-and-gender-identity/
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	https://www.gloucestershire.gov.uk/inform/population/census-of-population/census-2021/ethnic-group-national-identity-language-and-religion/
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	N/A
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	N/A
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	N/A
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	N/A
Sexual orientation	N/A

<i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	
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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	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
