

## 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	Integrated Disabilities Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Re-commissioning of the Community Autism Support and Advice (CASA) Service.
Brief outline of the proposal(s)	<p>To seek approval of commissioning plans that will allow for the continued provision of CASA from April 2024.</p> <p>The existing contract for this service is coming to an end on 31 March 2024 and will require to be recommissioned.</p> <p>The contract has been in place for 5 years and is provided for citizens who are:</p> <ul style="list-style-type: none"> <li>• living within Gloucestershire and/or</li> <li>• registered with a Gloucestershire GP and/or</li> <li>• funded by Gloucestershire County Council or NHS Gloucestershire and/or</li> <li>• primarily for those who have a diagnosis of autism.</li> </ul> <p>Individuals are referred to the service through a self-referral or through a range of other pathways including the NHS Autism diagnostic service and GPs. Outcomes of the service provision are to improve autistic individuals' lives, increasing their social inclusion and the control that they have over their own support as well as promote their independence.</p> <p>The Service aims to provide information, advice and guidance to support autistic people have meaningful, high quality and unrestrictive lives. It aims to achieve this by:</p> <ul style="list-style-type: none"> <li>• Provide information, advice and guidance to support people with a diagnosis of autism through a person-centred one-to-one service. This will increase confidence in individuals,</li> </ul>

	<p>allowing them to become active participants in their local communities (if applicable), and to increase social inclusion whenever necessary.</p> <ul style="list-style-type: none"> <li>• Provide a Peer Support offering to individuals, bringing people together through shared experiences of autism. This will enable individuals to increase their resilience by equipping them with appropriate tools, information, and skills.</li> <li>• Provide accessible and meaningful information, advice and guidance on autism to individuals (who do not necessarily have a diagnosis of autism) and their wider circle of support.</li> <li>• Work in collaboration with stakeholders and strategic partner organisations to provide more joined up support for autistic individuals.</li> <li>• Support local services to increase their understanding of Autism and make reasonable adjustments.</li> </ul>
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	Cabinet- Key Decision
Person(s) responsible for completing this assessment	Noor Al-Koky, Interim Senior Commissioning Manager Integrated Disabilities Commissioning Hub
Date of this assessment	23 June 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	We have conducted an evaluation of the current Service, including a survey and focus groups. This has enabled us to understand what is currently working within the service, what might need to change and the impact of any changes that might be made.

	<p>The evaluation of the CASA service was co-designed with people who used the service, which formed an evaluation steering group with commissioners. It was jointly decided on the methodology and content of the evaluation and data was collected through:</p> <ul style="list-style-type: none"> <li>• Contract monitoring data,</li> <li>• Client Survey</li> <li>• Staff Survey</li> <li>• Visits to CASA Drop Ins across the county</li> </ul> <p>We have also engaged with the lived experience groups outside the current Service to enable us to better understand any potential gaps.</p> <p>A public engagement survey was also open from May to June 2023. This has been targeted to lived experiences groups and other forums detailed below, as well as through key referring agencies such as GPs.</p> <ul style="list-style-type: none"> <li>• Partnership boards (which include individuals with lived experience)</li> <li>• Experts by Experience within the GHC Partnerships and Inclusions team</li> <li>• Learning Disability and Autism Clinical Programme Board and Wider Stakeholder Group</li> <li>• Autism Partnership Board’s Lived-Experience Group</li> <li>• Gloucestershire Carers Hub</li> </ul> <p>We will be engaging with system partners and individuals with lived experience via the following Partnership Boards in June:</p> <ul style="list-style-type: none"> <li>• Autism Partnership Board</li> <li>• Learning Disability and Autism Clinical Programme Board</li> </ul>
Workforce	<p>We have engaged with the current staff and volunteers throughout the evaluation process to understand what currently is working within the service, what might need to change and the impact of any changes that might be made.</p> <p>A virtual project group has been formed and is made up of representatives from commissioning and operations staff from across health and social care, together with colleagues from strategic procurement, legal, ICT, information management and strategic finance.</p>
Partners	<p>We will continue to engage with system partners and individuals with lived experience to refine Service Delivery via the following:</p> <ul style="list-style-type: none"> <li>• Autism Partnership Board</li> <li>• Autism Lived Experience Group</li> </ul>

	<ul style="list-style-type: none"> <li>• Collaborative Partnership Board</li> <li>• Learning Disability &amp; Autism Clinical Programme Board</li> </ul> <p>A wide range of colleagues will also be involved in the development of the new contractual arrangements, service specifications and tender process. These include commissioning colleagues who commission services which serve the same cohort of individuals and with who the service will have interdependencies. This also includes colleagues across the Integrated Care System (ICS), particularly the NHS diagnostic service.</p> <p>A Market Engagement Event took place in May which brought together key stakeholders to discuss the feasibility of the proposed options and gives an opportunity to ask questions and provide feedback. We had 37 providers express interest through ProContract.</p> <p>A public engagement survey was open from May to June 2023. This has been targeted to lived experiences groups and detailed below, but also through key referring agencies such as GPs.</p>
BAME Communities	We have engaged with diverse ethnic community representatives within Gloucestershire County Council, the Integrated Care Board (ICB) and the Community Engagement Team.
Partners, Service Users and the Public	<p>We have utilised other consultation and engagement work to inform this process, these are:</p> <ul style="list-style-type: none"> <li>• The public consultation on the Mental Health Wellbeing Line conducted by GCC Public Health</li> <li>• Healthwatch Gloucestershire's 'Adults with Autism' Report</li> <li>• Minorities Ethnic Communities and Mental Health Services Report and action plan conducted by the ICS.</li> </ul>

### 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	The current contract outlines an expectation that there is equity in provision across all age ranges beyond 17+. It employs staff and volunteers who	Not effected

	<p>work inclusively with people regardless of their age. The new contract will ensure that this continues.</p> <p>Continuous service provision will ensure that all users of the service are able to access the service they need with minimum delay, regardless of their age from 17+.</p> <p>Through the current evaluation of the service, it has been highlighted that there is a need for more work to be done with those who transition into adult services. Adjustments are to be made in the service specification to highlight the need for specific groups that is expected to need a different or targeted approach to support, including working alongside the Children and Young People diagnostic pathways to better work in partnerships to support these groups. The new service specification will consider how there might need to be specialised training and development needs to support this age group.</p> <p>Usage from other age groups is generally as we expect.</p> <p>We plan to continue to use contract monitoring with the provider to understand the reasons for the age profile of their service users to understand any gaps in knowledge and understanding and to inform and support continuous service development.</p>	
Disability	<p>The current contract ensures the service works inclusively with people and employs staff and volunteers who have high expectations of people with whom they work.</p> <p>The current service is tailored to provide support and advise to autistic individuals either diagnosed, or undiagnosed via the drop-in services.</p> <p>Service delivery has been developed specifically to support this individual group due to their recognised vulnerability and need for tailored focus which is specific to autistic people. Through supporting increased access and accessible information, this supports in</p>	Not effected

	<p>facilitating a better understanding of autistic needs and enables communities and external agencies to better support people. We expect there to be a decrease in discrimination because of this.</p> <p>The current services only current exclusion criteria with regards to disability are for individuals with a learning disability. The current predicated adult population of individuals in Gloucestershire with a learning disability is 11,746, with 2,412 of these adults having a moderate or severe learning disability.</p> <p>Clear pathways for appropriate support for individuals seeking support who have a learning disability will be considered as part of the new service contract.</p> <p>Reporting on disability of individuals who use the service has not been recorded through the current contract period. This information will be sought and requested in the new service contract in order to use future contract monitoring with the provider to understand the reasons for the disability profile of their service users and what actions may be needed as a result, including filling any gaps in knowledge and understanding.</p>	
Sex	<p>The current contract ensures the service works inclusively with people regardless of their gender and employs only staff and volunteers who have high expectations of people with whom they work. The new contract will ensure this continues.</p> <p>Continuous service provision will ensure that all users of the service are able to access the service they need with minimum delay, regardless of their gender. We plan to use future contract monitoring with the provider to understand the reasons for the gender profile of their service users and what actions may be needed as a result, including filling any gaps in knowledge and understanding.</p> <p>There is a recognition that whilst autism is three times more common in men than women, this may be because of the female autism</p>	Not effected

	<p>phenotype, the likelihood of women/girls more likely to 'mask' their differences and the suspected gender-based flaws in diagnostic assessments.</p> <p>Reporting on sex other than Male and Female has not been consistently recorded through the current contract period. This information will be sought and requested in the new service contract to better understand the gender balance and what actions may be needed as a result, including filling any gaps in knowledge and understanding.</p>	
Race	<p>The current contract ensures the service works inclusively with people regardless of their ethnicity and employs only staff and volunteers who have high expectations of people with whom they work. The new contract will ensure this continues.</p> <p>Whilst national statistics suggest that autistic people are underdiagnosed in diverse ethnic communities, new research suggests that those from a Chinese background are 38% more likely to have autism than their White counterparts. Moreover, data revealed the prevalence was highest in Black ethnicity at 2.1%. The Service will continue to ensure it is accessible to diverse ethnic communities.</p> <p>Continuous service provision will ensure that all users of the service are able to access the service they need with minimum delay, regardless of their ethnic background. We plan to use future contract monitoring with the provider to understand the reasons for the ethnic profile of their service users and what actions may be needed as a result, including filling any gaps in knowledge and understanding, this will include working with the provider to ensure the gap in ethnicity not recorded is reduced and to understand what the barriers are to its collation.</p> <p>Learning through a series of engagements with different diverse ethnic groups will support our work and we will align with their action plan for improvements of access to those communities based on the needs they identify.</p>	Not effected

<p>Gender reassignment</p>	<p>The current contract ensures the service works inclusively with people regardless of their gender including gender reassignment and employs only staff and volunteers who have high expectations of people with whom they work. The new contract will ensure this continues.</p> <p>Recording of data relating to this area will continue to be included in the new contract.</p> <p>Continuous service provision will ensure that all users of the service are able to access the service they need with minimum delay, regardless of their transgender status. We plan to use future contract monitoring with the provider to understand the reasons for the transgender profile of their service users and what actions may be needed as a result, including filling any gaps in knowledge and understanding.</p> <p>Research has also found that transgender and gender-diverse individuals were 3 to 6 percent more likely to be diagnosed with autism. Researchers have suggested that autism may be under diagnosed in adults who are gender-fluid and non-binary. The current contract requests monitoring data relating to service users experiencing Gender reassignment. It has identified an increasing need and we will ensure support is continued under the new contract.</p>	<p>Not effected</p>
<p>Marriage &amp; civil partnership</p>	<p>The current contract ensures the service works inclusively with people regardless of their marital status and employs only staff and volunteers who have high expectations of people with whom they work. The new contract will ensure this continues.</p> <p>Continuous service provision will ensure that all users of the service are able to access the service they need with minimum delay, regardless of their marital status. We plan to use future contract monitoring with the provider to understand the reasons for the marital status profile of their service users and what actions</p>	<p>Not effected</p>



	<p>may be needed as a result, including filling any gaps in knowledge and understanding.</p>	
<p>Pregnancy &amp; maternity</p>	<p>The current contract emphasises inclusivity and high expectations for staff and volunteers. The new contract will maintain and strengthen these principles.</p> <p>Continuous service provision will ensure that all users of the service are able to access the service they need with minimum delay, regardless of whether they are pregnant or have recently given birth. The service will collaborate with midwifery services to provide support for autistic individuals where needed. . We will use future contract monitoring with the service provider to gain insights into the pregnancy and maternity profile of their users. By doing so, we can identify any gaps in knowledge and understanding and take appropriate actions to address them.</p> <p>This will enable us to gather valuable insights and hear directly from people about their experiences with these services. By actively listening to their feedback, we can identify any gaps in knowledge and understanding and take necessary actions to improve the support provided.</p>	<p>Not effected</p>
<p>Religion and/or belief</p>	<p>The current contract ensures the service works inclusively with people regardless of their religion or belief and employs only staff and volunteers who have high expectations of people with whom they work. The new contract will ensure this continues.</p> <p>Continuous service provision will ensure that all users of the service are able to access the service they need with minimum delay, regardless of their religion or belief. We plan to use future contract monitoring with the provider to understand the reasons for the religious profile of their service users and what actions may be needed as a result, including filling any gaps in knowledge and understanding.</p>	<p>Not effected</p>
<p>Sexual orientation</p>	<p>University of Cambridge research found that autistic adults and adolescents are approximately eight times more likely to identify</p>	<p>Not effected</p>

	<p>as asexual and 'other' sexuality than their non-autistic peers. Autistic males are 3.5 times more likely to identify as bisexual than non-autistic males, whereas autistic females are three times more likely to identify as homosexual than non-autistic females. This data matches recent trends.</p> <p>The current contract ensures the service works inclusively with people regardless of their sexual orientation and employs only staff and volunteers who have high expectations of people with whom they work. The new contract will ensure this continues.</p> <p>Recording of data relating to this area will continue to be included in the new contract.</p> <p>Continuous service provision will ensure that all users of the service are able to access the service they need with minimum delay, regardless of their transgender status. We plan to use future contract monitoring with the provider to understand the reasons for the transgender profile of their service users and what actions may be needed as a result, including filling any gaps in knowledge and understanding.</p>	
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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
The service evaluation and engagement with individuals will support conversations about equality of access.	The opportunity has been taken to review the current arrangements with a view to deliver a more inclusive and consistent approach across Gloucestershire.
There has been specific and continuing engagement with diverse ethnic communities, relating to access to autism services and support. We will work alongside those conducting this work and cross reference what has	We will incorporate learning from engagement which is currently taking place. Engagement with this group relies on effective communication and quality relationships. Any duplication of requests about thoughts and experiences of accessing autism

already been done to support our service development.	support of this community will result in relationship breakdown and disengagement which will ultimately have a negative impact and outcome.
We worked alongside colleagues already undertaking engagement and learning exercises within autism to inform our research. We have closely worked with Healthwatch as well as the diagnostic team to inform proposals for a neurodiverse pathway.	Over engagement and engagement fatigue are well recognised, and specifically with those who are neurodiverse. Repeated requests would have resulted in disengagement of planned engagement activity.

## 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	To ensure pathway to appropriate support for individuals seeking support who have a learning disability is clear and includes tailored and specific support is required to best support these individuals.	August 2023	Noor Al-Koky
Positive	To ensure a pathway of appropriate support for carers and their families	August 2023	Noor Al-Koky
Positive	To continue involving lived experience groups to support the service development, enabling a range of voices and experiences to be considered.	August 2023	Sheila Banga
Positive	Outline the requirements for data collection for protected characteristics in service spec.	August 2023	Noor Al-Koky
Positive	To include focusses on targeted groups is outlined clearly in service spec. Specifically outlined are working with diverse ethnic community groups and LGBTQIA+ community groups.	August 2023	Noor Al-Koky


Positive	Continued partnership working with community diverse ethnic groups to ensure there is continued opportunities for engagement	Ongoing	Noor Al-Koky / Sheila Banga
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## 6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
<p>A project team is already in place for delivery of the procurement and tender strategy and this statement will be reviewed by the group on an ongoing basis.</p> <p>The new contractual arrangements will be underpinned by a robust contract monitoring process in partnership with colleagues in health and social care operations &amp; commissioning plus other stakeholders such as safeguarding and Care Quality Commission (CQC) as and when required.</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	Professor Sarah Scott, Executive Director of Adult Social Care, Wellbeing and Communities
Date	3.7.23

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	3 <sup>rd</sup> July 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>Of those who responded to the CASA Public Engagement Survey:</p> <ul style="list-style-type: none"><li>• 10% were 25 – 34</li><li>• 25% were 35 – 44</li><li>• 37.5% were 45 – 54</li><li>• 17.5% were 55 - 64</li><li>• 5.1% were 65 and over</li></ul> <p>Of those who responded to the CASA Evaluation Survey:</p> <ul style="list-style-type: none"><li>• 14% were 17 – 25</li><li>• 28% were 26 – 35</li><li>• 29% were 36 – 45</li><li>• 29% were 46 – 55</li></ul> <p>Contract monitoring data and reporting from the CASA service has not broken cases by age until Q2 of Year 4. However, between the period of June 2022 – March 2023.</p> <ul style="list-style-type: none"><li>• 54% of people that use the service are under 30</li><li>• 38% are aged between 30 and 49</li><li>• 8% are aged between 50 and 69</li></ul> <p>We want to break down the under 30 data going forward and will ensure this is explicit in the new Service specification.</p> <p><b>Gloucestershire population (based on census 2021 data):</b></p>

	% of Population		
	0-15	16-64	65+
<b>Cheltenham</b>	17.2%	63.6%	19.3%
<b>Cotswold</b>	16%	58%	26.1%
<b>Forest of Dean</b>	16%	58.9%	25.1%
<b>Gloucester</b>	19.2%	64.1%	16.7%
<b>Stroud</b>	17.3%	59.4%	23.3%
<b>Tewkesbury</b>	18.5%	59.3%	22.2%
<b>Gloucestershire</b>	<b>17.5%</b>	<b>60.8%</b>	<b>21.7%</b>

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

Of those who responded to the CASA Public Engagement Survey:

- 75% female
- 13.8% male
- 7.5% preferred not to say
- 3.8% Nonbinary or neurogender

Of those who responded to the CASA Evaluation Survey:

- 43% female
- 29% male
- 14% preferred not to say
- 14% other

Contract monitoring data and reporting from the CASA service has not broken cases by sex until Q2 of Year 4. However, between the period of June 2022 – March 2023.

- 53% are male
- 47% are female

**Gloucestershire population (based on census 2021 data):**

**Males: 49%**  
**Females: 51%**

*Disability percentage/profile of service users who have a disability*

Of those who responded to the CASA Public Engagement Survey:

- 35.1% had a disability
- 54.5% did not have a disability
- 10.4% preferred not to say

According to [Gloucestershire's latest Learning Disability & Autism Strategic Needs Analysis](#), the percentage of autistic adults in Gloucestershire is projected to rise by 13.1% from 2017-2035. The percentage is expected to rise most steeply in the older age groups, rising by 79.7% for those aged 75 and over. The greatest increase in this age group will be in the 18 – 24 year age group where the population is predicted to rise by 7.6%.

**Gloucestershire population (based on census 2021 data):**

In 2021, across both England and Wales, the proportion of disabled people was 17.8% (10.4 million). The proportion of people that are disabled has decreased 1.7 percentage points from 2011, when it was 19.5% (10.0 million).

	<b>Disabled under the Equality Act</b>	<b>No long term physical or mental health conditions</b>
<b>Cheltenham</b>	15.9%	75.9%
<b>Cotswold</b>	15.4%	76.4%
<b>Forest of Dean</b>	19.2%	73.1%
<b>Gloucester</b>	17.4%	75.2%
<b>Stroud</b>	16.9%	74.7%
<b>Tewkesbury</b>	16.0%	75.8%
<b>Gloucestershire</b>	<b>16.8%</b>	<b>75.2%</b>



<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>Of those who responded to the CASA Public Engagement Survey:</p> <ul style="list-style-type: none"> <li>• 82.3% White British</li> <li>• 8.8% White European or White Irish,</li> <li>• 8.9% Black/British Black: Caribbean, Mixed Race-Other, Mixed race: Asian &amp; White, Another race or ethnicity</li> </ul> <p>Communities engaged with around experience of mental health services which informed parts of the EIA are:</p> <ul style="list-style-type: none"> <li>• African-Caribbean</li> <li>• Arab</li> <li>• Bangladeshi</li> <li>• Chinese</li> <li>• Gujarati</li> <li>• Polish</li> <li>• Mixed ethnic group</li> </ul> <p>All those who engaged with the CASA Evaluation Survey identified as White British</p> <p>Contract monitoring data and reporting from the CASA service has not broken-down cases by race until Q2 of Year 4. However, between the period of June 2022 – March 2023, the following ethnicities were recorded for open cases (please note, the ‘Diverse ethnic group’ category has been created for the purpose of this EIA due to the small numbers in other categories)</p> <ul style="list-style-type: none"> <li>• White British – 71.72%</li> <li>• Diverse ethnic group – 6.11%</li> <li>• 22.16% of individuals had no recorded ethnicity.</li> </ul> <p>Information on race in Gloucestershire is shown in the 2021 Census data. It found:</p> <ul style="list-style-type: none"> <li>• 4.5% of the population were “Other White” accounting to the second largest ethnic group in Gloucestershire</li> </ul>

	<ul style="list-style-type: none"> <li>7% of the population amount to Black, Asian and Other ethnic groups in Gloucestershire</li> </ul>																														
<p>Marriage &amp; civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>Information on marriage and civil partnership shown in the 2022 Population Profile is based on data from the 2021 consensus. It found:</p> <ul style="list-style-type: none"> <li>30.5% are single and have never married or registered a same-sex civil partnership.</li> <li>50.2% are married.</li> <li>0.3% are in a registered same-sex civil partnership.</li> <li>2.3% are separated by still legally married or in a same sex civil partnership.</li> <li>9.5% are divorced or formerly in a same sex civil partnership which is now legally dissolved.</li> <li>7.2% are widowed or a surviving partner from a same sex civil partnership.</li> </ul> <p>Data on marriage and civil partnership is not recorded by the service provider. This information would only be requested if pertinent to the support required by the individual and is not requested as part of contract monitoring data.</p>																														
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>Of those who responded to the CASA Public Engagement Survey:</p> <ul style="list-style-type: none"> <li>45.6% - No religion</li> <li>19% - Preferred not to say</li> <li>26.6% - Christian</li> <li>8.9% - Muslim, Jewish, Pagan or Other</li> </ul> <p><b>Gloucestershire population (based on census 2021 data):</b></p> <table border="1" data-bbox="483 1166 2060 1385"> <thead> <tr> <th></th> <th colspan="9">% of population</th> </tr> <tr> <th></th> <th>Christian</th> <th>Buddhist</th> <th>Hindu</th> <th>Jewish</th> <th>Muslim</th> <th>Sikh</th> <th>Other</th> <th>None</th> <th>Not stated</th> </tr> </thead> <tbody> <tr> <td><b>Gloucestershire</b></td> <td>49.2%</td> <td>0.4%</td> <td>0.6%</td> <td>0.1%</td> <td>1.4%</td> <td>0.1%</td> <td>0.5%</td> <td>41.4%</td> <td>6.2%</td> </tr> </tbody> </table>		% of population										Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	None	Not stated	<b>Gloucestershire</b>	49.2%	0.4%	0.6%	0.1%	1.4%	0.1%	0.5%	41.4%	6.2%
	% of population																														
	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	None	Not stated																						
<b>Gloucestershire</b>	49.2%	0.4%	0.6%	0.1%	1.4%	0.1%	0.5%	41.4%	6.2%																						

Data on religion and/or belief is not recorded by the service provider. This information would only be requested if pertinent to the support required by the individual and is not requested as part of contract monitoring data.

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

Of those who responded to the CASA Public Engagement Survey, 7.6% identified as transgender.

There is qualitative data from the CASA service to show an informal increase of those accessing the Service between the period of April 2019 – March 2023.

**Gloucestershire population (based on census 2021 data):**

	Gender identity same as birth	Gender identity different from birth	Transwoman	Transman	Non-binary
<b>Cheltenham</b>	94.26	0.14	0.09	0.09	0.12
<b>Cotswold</b>	95.07	0.07	0.07	0.07	0.04
<b>Forest of Dean</b>	94.14	0.16	0.05	0.04	0.04
<b>Gloucester</b>	93.75	0.26	0.11	0.10	0.05
<b>Stroud</b>	94.46	0.11	0.07	0.06	0.09
<b>Tewkesbury</b>	94.93	0.09	0.08	0.05	0.04
<b>Gloucestershire</b>	<b>94.39</b>	<b>0.15</b>	<b>0.08</b>	<b>0.07</b>	<b>0.07</b>

Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave

There were 5,800 live births in Gloucestershire in 2020.

	% of births by age of mother							
	Total Number of Births	Under 20	20-24	25-29	30-34	35-39	40-44	45+
<b>Gloucestershire</b>	5,800	2.1	12.4	26.5	34.5	19.5	4.5	0.5

Data on pregnancy and maternity is not recorded by the service provider. This information would only be requested if pertinent to the support required by the individual and is not requested as part of contract monitoring data.

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

Of those who responded to the CASA Public Engagement Survey:

- 72.5% were heterosexual or straight
- 15% preferred not to say and
- 12.5% were bisexual, asexual, gay or other sexual orientation.

**Gloucestershire population (based on census 2021 data):**

	<b>Straight / Heterosexual</b>	<b>Gay or Lesbian</b>	<b>Bisexual</b>	<b>All other sexual orientations</b>
<b>Cheltenham</b>	89.18	1.61	1.84	0.45
<b>Cotswold</b>	91.49	1.15	0.85	0.19
<b>Forest of Dean</b>	90.61	1.02	0.97	0.29
<b>Gloucester</b>	89.82	1.39	1.36	0.35
<b>Stroud</b>	90.32	1.24	1.15	0.31
<b>Tewkesbury</b>	91.58	1.13	0.86	0.22
<b>Gloucestershire</b>	<b>90.40%</b>	<b>1.28%</b>	<b>1.21%</b>	<b>0.31%</b>

Data on sexual orientation is not recorded by the service provider. This information would only be requested if pertinent to the support required by the individual and is not requested as part of contract monitoring data.

## 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

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