

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic, together with care leavers / care experienced adults, as the Council treats this group like a protected characteristic.

1. Background

Directorate	Adults
Service area	Public Health and Communities
Title of the proposed change being assessed i.e., the policy, service or other development	The next phase of 'Levelling Up Our Communities'
Describe the purpose of the proposed change and the intended outcomes	
<p>To build on the Levelling Up Together grant scheme and the initial phase of 'levelling up our communities' by:</p> <ul style="list-style-type: none"> • Topping up the Build Back Better Councillor Scheme by £530,000, giving £10,000 to each Councillor to spend in their division for the purposes of levelling up. This grant scheme accepts supports a broad array of VCSE organisations to support and build resilience in local communities. Regular communications and guidance to support councillors (including suggestions and example projects) will be provided. • Developing and investing targeted interventions to address broader levelling up issues which are not all geographically based such as but not exclusively digital exclusion, cost of living, online harms and community transport. 	
Who is affected by the proposals?	<p>Service users <input type="checkbox"/></p> <p>Wider community <input checked="" type="checkbox"/></p> <p>Workforce <input type="checkbox"/></p> <p>Other, please specify: Community groups and elected members</p>

<p>Decision to be taken and decision maker</p>	<p>Siobhan Farmer – Director of Public Health</p> <p>Cllr Mark Hawthorne – Leader of the Council and Cabinet Member for Public Health and Communities</p>
<p>Person(s) responsible for completing this assessment</p>	<p>Diana Billingham – Head of Commissioning (Voluntary and Community Partnerships), Public Health and Communities Hub</p> <p>Emily Brown – Senior Public Health Officer, Public Health and Communities Hub</p>
<p>Date of this assessment</p>	<p>13/07/23</p>

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the potential or actual impact of the proposed change on those who share the protected characteristics and care leavers / care experienced adults (e.g., survey of services users, community focus groups, analysing service usage data, engaging with the council's staff networks etc.). The actual information and data that has been collected and analysed should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This doesn't mean that you can't complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Methods / Sources
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<p>Service Users / Wider Community</p>	<p>Given that the Build Back Better Councillor Scheme is already established and provides a discretionary grant and not a service, no specific consultation has been undertaken regarding the top-up for levelling up purposes. The criteria and guidance for the scheme specifies the need to ensure that projects are accessible and widely promoted. Furthermore, the grant application form will ask applicants to specify how they have considered the needs of those characteristics outlined in the Equality Act 2010.</p> <p>Similarly, the targeted interventions addressing broader levelling up issues, which are yet to be fully scoped, will not provide a service and therefore, no specific consultation has been undertaken.</p>	<p>The next phase of levelling up will support the delivery of the ambitions of Gloucestershire County Council's Building Back Better in Gloucestershire Strategy 2022-26. It outlines several cross-council commitments as part of its ambitions and one of them is 'Levelling Up Our Communities'. Gloucestershire County Council's ambition is to 'level up', by working with communities across the county to narrow inequalities, regenerate high streets, market towns and neighbourhoods, improve infrastructure, jobs, skills, and education provision and help residents to achieve their ambitions for the places they live.</p> <p>An EqIA was completed for the Build Back Better Strategy and the Medium-Term Financial Strategy (MTFS) 2022/23, and published at Full Council on 16.2.22, it can be found here (Agenda Item 9e/page 261). A comprehensive summary of the consultation accompanied the Council Strategy and MTFS when they were considered by Cabinet on 26th January 2022: Building Back Better in Gloucestershire & 2022/23 budget feedback report.</p> <p>In addition to the strategy, a Levelling Up our Communities Conference was held on 19th May 2022. The Levelling Up Together grant scheme was subsequently established and awarded 52 grants to range of groups and organisations working across the eligible areas in Gloucestershire.</p>
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Workforce	<p>The workforce was not consulted on the development of the next phase of levelling up directly however engagement has taken place with senior officers and Lead Cabinet Members.</p> <p>With regards to the Build Back Better strategy the MTFS, the formal budget consultation included the sharing of information with the recognised trades unions including Council, teaching and fire unions and provision of a collective consultation meeting. In addition, both representatives and staff were able to respond individually via the usual consultation routes. Staff were encouraged to take part in the consultation through the usual internal communications channels.</p>	
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Partners	A Levelling Up our Communities Conference was held on 19 th May 2022. Hybrid in nature, it was attended by approximately 130 people in person and virtually. The event was co-designed with the Hotspots Network as representatives of the Voluntary, Community and Social Enterprise (VCSE) sector, and there were representatives from across a range of voluntary sector and community groups and local public sector leaders. Workshops took place to facilitate detailed discussions between stakeholders and a summary report of the event was produced.	
Other		

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other methods / sources that were set out in section 2).

Service Users						
Groups		Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact
Protected Characteristics (Equality)	Age	X				Investment into levelling up projects and activities will have a positive impact on people of all ages.

2010)					<p>Build Back Better Councillor Scheme is open to organisations who work with their local community population. Therefore, the intended beneficiaries of this programme could vary in age significantly. The scheme is intended to benefit the wider community by investing in projects and activities that contribute to communities and places that have been left behind to support the development of greater resilience in our communities.</p> <p>Advance equality of opportunity: Officers will support applicants when developing their bids to ensure this characteristic is considered and engage with other stakeholders to encourage, equality of opportunity throughout.</p> <p>Eliminate Discrimination:</p> <p>Officers will review the scheme regularly to monitor which groups are represented within submitted bids to assess the levels of uptake by key target groups. Grant guidance states that proposed initiatives should be accessible, with consideration given to those with protected characteristics as outlined in the Equality Act 2010 and this will be taken into consideration during the evaluation of applications.</p> <p>Promote good relations:</p> <p>The fund will be flexible to adjust as appropriate if it is found that a particular group are unable to access the fund. This will be informed by monitoring through engagement and data collection.</p>
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	Disability	X				As above - investment into levelling up projects and activities will have a positive impact on people with disabilities.
	Sex	X				As above - investment into levelling up projects and activities will have a positive impact on people of all genders.
	Race	X				As above - investment into levelling up projects and activities will have a positive impact on all races.
	Gender reassignment		X			As above - investment into levelling up projects and activities will have a neutral impact with regards to gender reassignment.
	Marriage & civil partnership		X			As above – investment into levelling up projects and activities will have a neutral impact with regards to marriage and civil partnership.
	Pregnancy & maternity		X			As above – investment into levelling up projects and activities will have a neutral impact with regards to pregnancy & maternity. The Build Back Better Councillor grant scheme is open to organisations who work with their local community population. Therefore, the intended beneficiaries of this programme could include women who are or have recently been pregnant.
	Religion and/or belief		X			As above – investment into levelling up projects and activities will have a neutral impact with regards to Religion and/or belief.

						The Build Back Better Councillor grant scheme is open to organisations who work with their local community population. Therefore, the intended beneficiaries of this programme could include people of any or no religion.
	Sexual orientation		X			As above – investment into levelling up projects and activities will have a neutral impact with regards to sexual orientation. The Build Back Better Councillor grant scheme is open to organisations who work with their local community population. Therefore, the intended beneficiaries of this programme could include people of any sexual orientation.
Additional Groups	Care leavers / care experienced adults	X				As above – investment into levelling up projects and activities will have a positive impact care leavers / care experienced adults.
Groups		Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact

Gloucestershire County Council Staff						
Groups		Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact
Pr Char	Age		X			Neutral

(Equality Act 2010)						We have considered this characteristic and have found no disproportionate impact based on age.
	Disability		X			Neutral We have considered this characteristic and have found no disproportionate impact based on disability.
	Sex		X			Neutral We have considered this characteristic and have found no disproportionate impact based on sex.
	Race		X			Neutral We have considered this characteristic and have found no disproportionate impact based on race.
	Gender reassignment		X			Neutral We have considered this characteristic and have found no disproportionate impact based on gender reassignment.
	Marriage & civil partnership		X			Neutral We have considered this characteristic and have found no disproportionate impact based on marriage and civil partnership.
	Pregnancy & maternity		X			Neutral

						We have considered this characteristic and have found no disproportionate impact based on pregnancy and maternity.
	Religion and/or belief		X			Neutral We have considered this characteristic and have found no disproportionate impact based on religion and/or belief.
	Sexual orientation		X			Neutral We have considered this characteristic and have found no disproportionate impact based on sexual orientation.
Additional Groups	Care leavers / care experienced adults		X			Neutral We have considered this characteristic and have found no disproportionate impact based on care leavers / care experienced adults.
Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on those who share the protected characteristics and care leavers / care experienced adults (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Build Back Better Councillor Scheme grants are not invested into the groups disproportionately impacted by health inequalities (such as those with protected characteristics)	Provide clear guidance and support to elected members to support the allocation of grants in ways that support those disproportionately impacted by health inequalities (such as those with protected characteristics) to optimise levelling up opportunities.	Diana Billingham / Emily Brown	By October 2023
Lack of awareness of levelling up activities.	Active support and engagement with applicants prior to submission and with other stakeholders. To ensure that accessibility and inclusion is considered by applicants for all protected groups.	Diana Billingham / Emily Brown	By November 2023
The activities do not reach or include groups disproportionately impacted by health inequalities.	A robust communication plan will be developed to ensure that the scheme is proactively publicised to organisations working with those groups listed in the Equality Act 2010. To ensure fair equality of grant funding between organisations by minimising the risk of a particular group not being aware of the scheme or how to bid for funding.	Diana Billingham / Emily Brown	By November 2023

Some groups disproportionately impacted by health inequalities are less likely to apply	It will also be made as light touch as possible to support these groups. There is a risk that the groups that most in need of support are unable to access the grant process.	Diana Billingham / Emily Brown	By November 2023
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5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals afterwards. The Equality Duty is a continuing duty.

Lead officer(s):	Diana Billingham
Frequency of the monitoring and review:	Monthly
How the impact of the policy, service or development will be measured, including the data and information that will be used:	<p>This Equalities Impact Assessment Statement will be reviewed and updated accordingly as the projects and activities progress. Through continued engagement throughout the life of the Build Back Better Councillor grant scheme, we will assess whether we are appropriately and accurately considering the needs and inequalities for all applicants that are successful in receiving a grant.</p> <p>The Equalities Impact Assessment Statement will form part of the routine Steering Group Meetings and will be used to assess applicant compliance with the equalities act, uptake and outcomes across protected characteristics (as applicable and reasonable), and service user satisfaction. This information will be used to drive continuous quality improvement and to inform future grant schemes. Performance will be monitored and reported via usual council arrangements.</p>

Stakeholders who will be involved:	Public Health and Communities Hub colleagues Communication Team colleagues Community groups and organisations with expertise on local communities impacted by health inequalities (including those with protected characteristics)
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6. Approval

Signature of Senior Officer	
Name of Senior Officer	Siobhan Farmer
Date	05.09.23

Signature of Decision Maker	
Name of Decision Maker	Cllr Mark Hawthorne
Date	05.09.23

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
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Source: [Gloucestershire County Council 2023 Equality Profile](#)

Age	Gloucestershire Population (based on Census data, 2021):			
		% of Population		
		0-15	16-64	65+
	Cheltenham	17.2%	63.6%	19.3%
	Cotswold	16%	58%	26.1%
	Forest of Dean	16%	58.9%	25.1%
	Gloucester	19.2%	64.1%	16.7%
	Stroud	17.3%	59.4%	23.3%
	Tewkesbury	18.5%	59.4%	22.2%
	Gloucestershire	17.5%	59.3%	21.7%
<p>In 2021, the resident population of Gloucestershire was estimated at 646,627 people, of which:</p> <ul style="list-style-type: none"> • 21.8% were aged 0-19; • 56.5% were aged 20-64; • 21.8% were aged 65 and over. <p>Gloucestershire has a lower proportion of 0-19 year olds and 20-64 year olds and a higher proportion of people aged 65+ when compared to England. There is some variation at district level:</p>				

	<ul style="list-style-type: none"> • at 23.8%, Gloucester has the highest proportion of children and young people (aged 0-19) and exceeds the county and national figures. • Gloucester and Cheltenham have the highest proportions of people aged 20-64 (59.4% and 58.9% respectively), exceeding the county and national figures. • Cotswold, Forest of Dean, Stroud and Tewkesbury all have a 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>Gloucestershire has a lower proportion of 0–19-year-olds and 20-64 year olds when compared to the national figure. In contrast the proportion of people aged 65+ exceeds the national figure.</p> <ul style="list-style-type: none"> • Projections suggest increasing population trends will continue, with the number of people aged 65+ projected to increase by around 71,000 or 52.5% between 2018 and 2043. • Gloucestershire’s ageing population will have financial and resource implications, as this is the age at which GCC adult care and other service support are most likely to be required. It will also have some benefits, as a result of the positive contribution older people make to society. Older people make up much of the formal volunteer workforce, delivering many services to other residents and they also provide most informal care to other older people
Disability	<p>Under the Equality Act (2010) a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person’s ability to carry out normal day-to-day activities. This is consistent with the Census definition of a limiting long-term health problem.</p> <p>The most common impairment type reported by disabled people in the UK was ‘mobility’ (46%), as published in the Family Resources Survey. Amongst children the most common was ‘social/behavioural’ impairment, working age adults reported both ‘mobility’ and ‘mental health’, and ‘mobility’ was the most common issue for people of state pension age.</p> <p>According to the 2021 Census 16.8% of Gloucestershire residents reported having a long-term limiting health problem or disability; 6.4% reported that their activities were limited ‘a lot’ and 10.4% reported their activities were limited ‘a little’. The equivalent national figures for England were 17.3%, 7.3% and 10.0%. At a household level,</p>

30.3% of households had at least one person with a long-term limiting health problem or disability; this was slightly lower than the figure for England of 32.0%.

The below table shows that the Forest of Dean and Gloucester had the highest proportion of residents reporting a long-term limiting health problem at 19.2% and 17.4% of the population respectively; both districts exceeded the national figure. Cotswold had the lowest proportion of residents reporting a long-term limiting health problem at 15.4%. At ward level, Podsmead in Gloucester had the highest proportion (22.5%), followed by Cinderford West in the Forest of Dean (22.2%); The Rissingtons in Cotswold had the lowest proportion (11.5%) followed by Battledown in Cheltenham (11.6%).

Percentage of people with a long-term limiting health problem or disability, Gloucestershire, 2021

	% of population
Cheltenham	15.9
Cotswold	15.4
Forest of Dean	19.2
Gloucester	17.4
Stroud	16.9
Tewkesbury	16.0
Gloucestershire	16.8
England	17.3

Dementia is one of the causes of disability in older people. Estimated projections suggest that in 2023 there will be approximately 10,600 people aged 65+ living with dementia in Gloucestershire. The proportion of people with dementia increases with age - people aged 65- 69 account for 6.0% of dementia sufferers over 65 in Gloucestershire; this increases to 21.9% for the 85-89 age group. Given the ageing population the number of dementia sufferers will increase in the future.

Estimated projections suggest that in 2023 there will be approximately 12,284 people aged 18+ living with a learning disability in Gloucestershire (see Table 5) equating to 2.3% of the adult population.14 Of this group, about 2,503 are estimated to have moderate or severe learning disabilities, equating to 0.5% of the adult population.

With regards to children, in 2020, 5,190 school pupils in Gloucestershire (5.9% of school pupils) were known to have a learning disability. Of these children, 4,442 had a moderate learning disability and 612 had a severe learning disability.

In 2021/22 Gloucestershire GPs recorded that 0.7% of their registered patients were known to have a learning disability; this was higher than the England figure of 0.5%. In 2022, 1.3% of people aged 16+ who completed the GP patient survey in Gloucestershire, reported that they had a learning disability; this was lower than the England figure of 1.9%. The discrepancy between the percentage of people reporting a learning disability and the percentage recorded by GPs may be due to under-reporting amongst GPs of people who have mild learning disabilities.

Evidence shows that people with learning disabilities have poorer health than the general population, much of which is avoidable, and that the impact of these health inequalities is serious; in 2020, 49% of deaths were rated as 'avoidable' for people with a learning disability - this compares to 22% for the general population.¹⁹ Research from the 2021 Learning Disabilities Mortality Review (LeDeR) found that, on average, men with learning disabilities die 22 years younger than men in the general population, and women with learning disabilities die on average 26 years younger than women in the general population. In addition, the 2018 LeDeR Review found that the proportion of people with learning disabilities dying in hospital (59%) was higher than in the general population (42%).²⁰ These inequalities result to an extent from the barriers which people with learning disabilities face in accessing healthcare.

Vision and hearing impairments affect people from all sections of society and across all age groups. In 2022 approximately 1.2% of the 16+ population in Gloucestershire reported blindness or partial sight. During the same period 6.3% of the population aged 16+ reported deafness or hearing loss. People can become more likely to suffer from hearing and vision impairments as they get older; given the ageing population this means the number of people affected by these conditions is likely to increase in the future.

- According to the 2021 Census, 16.8% of Gloucestershire residents reported having a long-term limiting health problem, this was below the national figure.
- As age increases the proportion of respondents reporting a limiting long term health problem increases.
- Given the ageing population the number of people with a limiting long term health problem is likely to increase in the future.

Sex

The sex of an individual, combined with additional factors such as living alone, may affect their health and social care needs. Individuals may also experience discrimination and inequalities because of their sex.

A report by the European Social Survey found 24% of respondents had experienced prejudice based on their sex. Discrimination on the grounds of sex was reported by more respondents than discrimination based on ethnicity.

A recent report in 2020 by the United Nations Development Programme (UNDP) states that gender disparities are still persistent. The report states and that 91% of men and 86% of women worldwide show at least one clear bias against gender equality in areas such as politics, economic, education, intimate partner violence and women’s reproductive rights.

The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 48.9% of the population and females accounting for 51.1%. This situation is also reflected at district, regional and national level.

Population by gender, Gloucestershire, 2021

	% of population	
	male	female
Cheltenham	48.9	51.1
Cotswold	48.2	51.8
Forest of Dean	49.0	51.0
Gloucester	49.5	50.5
Stroud	48.9	51.5
Tewkesbury	48.5	51.5
Gloucestershire	48.9	51.1
England	49.0	51.0

Although there are slightly more males than females in the 0-19 year old age band, as age increases, females outnumber males by an increasing margin. In Gloucestershire in 2021, 52.6% of people aged 65-84 were female, whilst for people aged 85+ the difference was more marked with females accounting for 62.4% of the total population; this difference is observed at district, regional and national level.

	<ul style="list-style-type: none"> • The overall population split by sex in Gloucestershire is slightly skewed towards females, with males making up 48.9% of the population and females accounting for 51.1%. • As age increases differences become more noticeable, with females outnumbering males by an increasing margin.
Race	<p>The Equality Act states that race includes colour, nationality, ethnic or national origins. The government refers to ethnicity, and not race; this is because surveys usually ask people for their ethnicity and not their race, and using consistent terms helps people to understand the data.</p> <p>The BLM movement (Black Lives Matter) protests in 2020, following the death of George Floyd, have publicly highlighted the ongoing struggles against racial discrimination and institutional racism. Locally, services should reflect on the need to better understand racism and to be proactively anti-racist. A report by the Equality and Human Rights Commission found that people from Black and Minority Ethnic groups continue to experience discrimination and inequality in education, employment, housing, pay and living standards, health, and the criminal justice system.</p> <p>The 2021 Census found that 10% of Gloucestershire residents (around 64,500 people) were born outside the UK compared with a national figure of 17.4%; of this group, 50.5% were born in another European country and 22.8% were born in the Middle East or Asia.</p> <p>With regards to ethnicity, the 2021 Census found that:</p> <ul style="list-style-type: none"> • 87.7% of Gloucestershire residents were white people from an English, Welsh, Scottish, Northern Irish or British background • 2.9% were people from an Asian, Asian British or Asian Welsh background • 2.2% were people with a mixed or multiple ethnic background • 1.2% were black people from a British, Welsh, Caribbean or African background • 0.6% were white people from an Irish background • 0.1% were white Gypsy and Irish Traveller people, 0.1% were white Roma people • 4.5% were in the 'other white' group • 0.7% were in another ethnic group.

The 2021 Census found that overall, 6.9% of the population in Gloucestershire were from an ethnic minority background (excluding white minorities). This was considerably lower than the national figure of 19.0%. When including white minorities, the proportion of people in Gloucestershire from an ethnic minority rose to 12.3%. This was less than half of the national average of 26.5%.

At district level:

- Gloucester had the highest proportion of people from ethnic minority backgrounds (excluding white minorities), at 15.1% of its population. However, this is still considerably lower than the national figure.
- Cheltenham had a higher proportion than the county-wide figure of people from ethnic minority backgrounds (excluding white minorities), at 8.6%.
- Forest of Dean had the lowest proportion of people from ethnic minority backgrounds (excluding white minorities), at 2.5% of its total population.
- The proportion of people within the 'other white' ethnic group was higher in Cheltenham than Gloucestershire and England as a whole (7.0% compared with 4.5% for Gloucestershire and 6.3% for England).
- 41.5% of white Roma people lived in Gloucester City, and 37.3% of white Gypsy and Irish Traveller people lived in Tewkesbury borough.

At ward level:

- Barton and Tredworth ward in Gloucester was the most ethnically diverse ward with 47.4% of its population from ethnic minority backgrounds (excluding white minorities), and 14.5% from another white background other than the white English, Welsh, Scottish, Northern Irish or British ethnic group.

Population by ethnic group, Gloucestershire 2021 (% of population)

	Aggregated Ethnic Groups		Asian, Asian British or Asian Welsh	Black, black British, black Welsh, Caribbean or African	Mixed or multiple ethnic group	White: English, Welsh, Scottish, Northern Irish or British	White Minorities				Other ethnic group
	Ethnic minorities (excluding white minorities)	White					White: Irish	White: Gypsy or Irish Traveller	White: Roma	White: Other white	
Cheltenham	8.6%	91.4%	4.1%	1.0%	2.5%	83.3%	0.9%	0.1%	0.1%	7.0%	1.0%
Cotswold	3.7%	96.3%	1.3%	0.4%	1.5%	92.0%	0.7%	0.1%	0.1%	3.5%	0.4%
Forest of Dean	2.5%	97.5%	0.7%	0.3%	1.1%	94.7%	0.4%	0.1%	0.1%	2.3%	0.4%
Gloucester	15.1%	84.9%	6.5%	3.6%	3.8%	78.0%	0.6%	0.2%	0.2%	5.9%	1.2%
Stroud	3.6%	96.4%	1.0%	0.4%	1.8%	92.4%	0.6%	0.1%	0.0%	3.2%	0.4%
Tewkesbury	4.9%	95.1%	2.0%	0.6%	1.8%	90.3%	0.6%	0.4%	0.1%	3.7%	0.5%
Gloucestershire	6.9%	93.1%	2.9%	1.2%	2.2%	87.7%	0.6%	0.1%	0.1%	4.5%	0.7%

The population of Gloucestershire has become increasingly diverse. The number of people from an ethnic minority background (excluding white minorities) increased by 63.8% between 2011 and 2021, from 4.6% to 6.9% of the population. The number of people from the 'other white' ethnic group has increased by over 50% during the same period, from 3.1% of the population in 2011 to 4.5% of the population in 2021. This trend is reflected at a regional, national and district level.

Language

According to the 2021 Census, 27,000 people in Gloucestershire (4.3% of the population) did not speak English as their main language. Amongst this group, Polish was the most common language (6,703 people), followed by Romanian (2,796 people) and then Portuguese (1,144 people). An EU language other than Polish was the main language of 10,683 people. At district level, Gloucester had the highest proportion of people who did not speak English as their main language (8%) followed by Cheltenham (6.9%). Some 84% of people, whose main language was not English, could speak English well or very well.

	<ul style="list-style-type: none"> • Gloucestershire is characterised by a comparatively small population of people from ethnic minority backgrounds (excluding white minorities). The 2021 census showed people from ethnic minority backgrounds (excluding white minorities) account for 6.9% of the population; this was much lower than the England figure of 19.0%. • The population of Gloucestershire is however, becoming increasingly diverse. The population of people from ethnic minority backgrounds (excluding white minorities) increased by 63.8% between 2011 and 2021, from 4.6% to 6.9% of the population. The number of people from the other white ethnic group increased by 55.1% during the same period, from 3.1% of the population in 2011 to 4.5% of the population in 2021.
<p>Gender reassignment</p>	<p>Gender reassignment is defined by the Equality Act 2010 as a person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. This means an individual does not need to have undergone any treatment or surgery to be protected by law. In September 2020, a significant Employment Tribunal ruling took place, where the rights of non-binary and gender fluid people were recognised and protected under the Equality Act 2010.</p> <p>Until then, it hadn't been clear whether non-binary people were protected by antidiscrimination legislation. Stonewall states that the Employment Tribunal ruling was a milestone in recognising the rights of non-binary and gender fluid people to be protected from discrimination under the Equality Act 2010. Therefore, the Employment Tribunal judgement will be key in supporting future judicial decisions. The Tribunal held up the important principle that 'gender is a spectrum', broadening the scope of who could be covered by the Equality Act to those whose gender identities are 'complex', non-binary, or not the same as they were assigned at birth. Evidence shows that when transgender people reveal their gender variance, they are exposed to a risk of discrimination, bullying and ate crime.</p> <p>Transgender people are more likely to report mental health conditions and to attempt suicide than the general population; one study found that about half of young trans people and a third of trans adults attempt suicide. Research has also found that transgender people encounter significant difficulties in accessing and using health and social care services due to staffs' lack of knowledge and understanding and sometimes prejudice. Stonewall's LGBT in Britain Trans Report found that two in five trans people (41 per cent) said healthcare staff lacked understanding of trans health needs in general healthcare settings. Stonewall's LGBT in Britain Trans Report also states that hate crime and discrimination against trans people is widespread throughout all aspects of</p>

life. Nationally, two in five trans people had experienced a hate crime or incident in the past 12 months. In addition, the report states that trans people often lack support from their families; more than a quarter have been subjected to domestic violence, and one in four have experienced homelessness at some point.

Current population

The Census 2021 has provided the first set of official data on gender identity in England and Wales. In the 2021 Census there was a new question around gender identity, asking 'is your gender the same as the sex you were registered at birth?'. The question referred to a person's sense of their own gender. It was directed only at people aged 16 and over, and answers were voluntary. Overall, 94.8% of residents in Gloucestershire aged 16 and over answered the question. Of these, almost 2,200 people (0.4%) regarded their gender identity to be different from the sex registered at birth. This is slightly lower than the national average of 0.5%. A total of approximately 28,000 people in Gloucestershire (5.2%) chose not to answer this voluntary question. Due to the sensitive nature of the question, it might be reasonable to assume that some transgender people felt reticent to provide an answer. The LGBT Foundation states that figures provided in the Census represent only a small proportion of all LGBTQ+ people, and that they hope that an increasing number of our communities feel confident to self-disclose in future Censuses. They also state that "unfortunately, there are a range of reasons why people won't feel able to disclose their sexual orientation or gender identity. The historic and ongoing attitudes towards LGBTQ+ communities, particularly trans and non-binary people, will stop many from feeling safe to provide this information. Meanwhile, many LGBTQ+ people are living within households and environments where they are unable to be open about their gender identity, sexual orientation and trans identity. As such it will be years before we get an accurate picture, informed by figures from, and comparison with, future surveys. The approximate figure of 2,200 transgender people in the county should therefore be regarded as the minimum number, but this could potentially be considerably higher.

The 2021 Census found that within Gloucestershire the most common gender identity other than 'gender identity different from sex registered at birth' was 'no specific identity given'. Around 780 people (0.1%) fall within this category. The next most common identity was 'trans woman' (423 people, 0.1%), followed by 'trans man' (380 people, 0.1%), non-binary (355 people, 0.1%), and 'all other gender identities' (229 people, 0.0%).

	<p>At district level:</p> <ul style="list-style-type: none"> • Gloucester has the highest number of people stating their gender identity is different from their sex registered at birth (600 people). • Gloucester has the highest numbers of trans women and trans men in the county (114 and 107 people respectively). • Cheltenham has the highest number of people identifying themselves within 'non-binary' and 'all other gender identities' (123 and 80 people respectively). • Gloucester has the highest number of people with a 'gender identity different from sex registered at birth, but with no specific identity given'. Over 280 people (0.3%) identified with this gender identity. This exceeded both the county and national average of 0.1% and 0.2% respectively.
<p>Marriage & civil partnership</p>	<p>The Equality Act 2010 protects individuals who are in a civil partnership, or marriage, against discrimination.</p> <p>Evidence suggests being married is associated with better mental health. There is less evidence on the benefits of being in a civil partnership; however, it is likely the benefits will also be experienced by people in similarly committed relationship such as civil partnerships.</p> <p>Current population</p> <p>Among residents of Gloucestershire aged 16 and over:</p> <ul style="list-style-type: none"> • 33.6% are single and have never married or registered a civil partnership • 47.8% are married • 0.2% are in a registered civil partnership • 2.0% are separated but still legally married or still legally in a civil partnership • 9.9% are divorced or formerly in a civil partnership which is now legally dissolved • 6.5% are widowed or a surviving partner from a civil partnership

Proportion of Gloucestershire residents by marital status

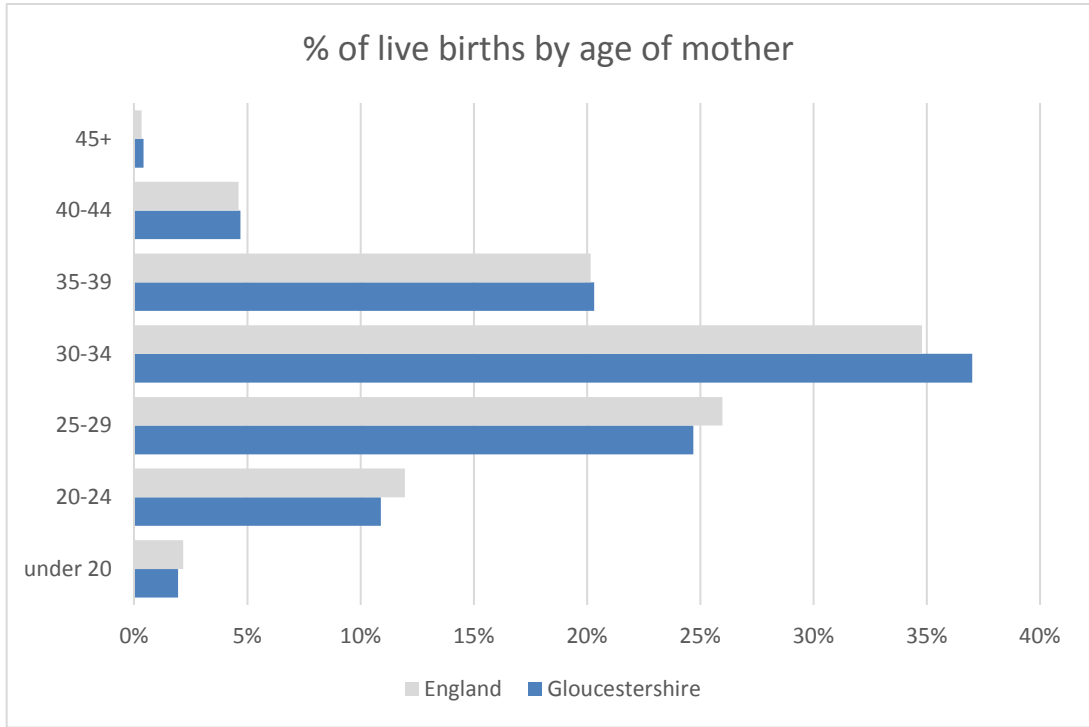


Gloucestershire has a lower proportion of people who are single, in a same sex marriage, or are separated when compared to the national figure. In contrast the proportion of people who are married to a person of the opposite sex, are divorced, or are widowed exceeds the national figures.

At district level:

- Cheltenham has the highest proportion of single people (39.5%) and exceeds the county and national figures. In contrast 25.9% of people in Cotswold are single, which is below the county and national level.
- Cotswold has the highest proportion of residents who are married at 53.0%, which is higher than the county and national figures. The lowest proportion was recorded in Cheltenham. The proportion of same-sex marriages and civil partnerships is fairly consistent across all districts.

	<ul style="list-style-type: none"> • Stroud has the highest proportion of people who are separated and divorced. • Cotswold and Forest of Dean have the highest proportion of people who are widowed or a surviving partner of a civil partnership while Gloucester has the lowest. This reflects the age structure of these districts. • Around 48% of Gloucestershire’s residents aged 16+ are married, this is higher than the national figure. • The proportions of the population who are divorced, or widowed also exceed the national figures while the proportions of people who are single, or separated are below the national figures.
Pregnancy & maternity	<p>The Equality Act protects women who are pregnant, have given birth in the last 26 weeks (non-work context) or are on maternity leave (work context) against discrimination in relation to their pregnancy.</p> <p>Current situation</p> <p>There were 6,138 live births in Gloucestershire in 2021. The highest proportion of deliveries were to women aged 30 to 34, continuing the trend of later motherhood. Births to mothers in all age bands above the age of 30 account for a slightly higher proportion of total births in Gloucestershire than they do nationally, whilst those to mothers aged under 30 account for a lower proportion.</p>



At district level:

- Forest of Dean and Gloucester have a higher proportion of births to mothers aged under 20 (2.6%) than Gloucestershire and England.
- Cheltenham and Cotswold have a higher proportion of births to mothers aged 35+ than Gloucestershire and England.

The largest proportion of deliveries in Gloucestershire was among the 30–34-year-old age group, continuing the trend of later motherhood.

<p>Religion and/or belief</p>	<p>According to the 2021 Census, 49.2% of residents in Gloucestershire were Christian, making it the most common religion. This was followed by No religion which accounts for 41.4% of the total population.</p>
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Gloucestershire has a higher proportion of people who are Christian, have no religion, or didn't specify any religion compared with national figures. In contrast it has a lower proportion of people who follow a religion other than Christianity, which reflects the ethnic composition of the county.

At district level:

- Cheltenham had the lowest proportion of people who are Christian at 45.5% of the total population. This was lower than the county and marginally lower than the national figure.
- Cotswold had the highest proportion of people who follow Christianity.
- Cheltenham had the highest proportion of Buddhists and people who have no religion.
- Gloucester had the highest proportion of Muslims, at 4.7% of its population.
- Stroud had the highest proportion of people who follow an 'Other Religion' and of people who did not state their religion.

	% of population								
	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Religion not stated
Cheltenham	45.5	0.5	1.0	0.2	1.5	0.2	0.5	44.4	6.3
Cotswold	55.7	0.4	0.3	0.2	0.3	0.1	0.5	36.7	6.0
Forest of Dean	50.5	0.3	0.1	0.1	0.3	0.1	0.6	41.6	6.4
Gloucester	47.7	0.3	1.0	0.0	4.7	0.2	0.5	39.7	6.0
Stroud	47.5	0.4	0.2	0.1	0.3	0.1	0.7	44.1	6.5
Tewkesbury	51.0	0.4	0.7	0.1	0.5	0.1	0.4	40.8	6.0
Gloucestershire	49.2	0.4	0.6	0.1	1.4	0.1	0.5	41.4	6.2
England	46.3	0.5	1.8	0.5	6.7	0.9	0.6	36.7	6.0

Religion in Gloucestershire, 2021

	<p>Between 2011 and 2021 the number of Christians in the county declined by 16.2%. This was accompanied by an increase in all religions, with the greatest percentage increases being seen in the number of Hindus, Sikhs, Muslims, and people following no religion. This trend was also reflected at a regional, national and district level (please see dynamic report for more information). There are many factors that may be contributing to the changing religious composition shown in the census, including differing patterns of ageing, fertility, mortality, and migration. Changes may also be caused by differences in the way individuals chose to answer the religion question between censuses.</p> <ul style="list-style-type: none"> • The most reported religion in Gloucestershire is Christianity, accounting for 49.2% of the total population, which is higher than the national figure. • The number of Christians in the county has declined since 2001, reflecting the national trend.
Sexual orientation	<p>The ‘protected characteristic’ of sexual orientation refers to those individuals who are attracted to those of the opposite sex, the same sex, or either sex. There is a substantial body of evidence demonstrating that lesbian, gay, bisexual and trans people experience discrimination and marginalisation in their daily lives including in health care, social care, housing, education, at work, and in public. As a result, they may experience specific health inequalities.</p> <p>Although attitudes towards gay people are improving, most lesbian, gay and bisexual people have experienced difficulties in their lives. Being LGB does not cause mental health problems, however experiences of discrimination and harassment in day-to-day life, rejection from one’s family and friends and being subjected to hate crimes and incidents can have a negative impact on mental well-being. As a consequence, people who are lesbian, gay or bisexual (LGB) are more likely to have experienced depression or anxiety, attempted suicide or had suicidal thoughts and self-harmed than men and women in general.</p>

Research shows that older LGB(T) people are especially vulnerable to loneliness as they are more likely to be single, live alone, and have lower levels of contact with relatives. They are also less likely to engage with local services, with recent findings showing that over four fifths of older LGB(T) people do not trust professionals to understand their culture or lifestyle. The Office for National Statistics report that LGB people report a lower quality of life than the UK average across all their measures of quality of life.

In 2017 the government launched a National LGBT Survey about the experiences of LGBT people in the UK – the largest national LGBT survey to date. Although many responses were positive, there were more than 2 in 5 who said they had been victim of verbal abuse or physical violence during the preceding year. In addition, more than 9 out of 10 serious incidents were not reported as respondents felt ‘it happens all the time’. Fear of crime and of negative reactions from other people was also a reported issue, with more than two thirds of respondents stating they have avoided holding hands with their (same sex) partners for this reason.

In terms of hate crime relating to sexual orientation, Gloucestershire’s figures have risen markedly since 2013/14, when 16 were reported. The number for 2021/22 was more than 12 times higher; there were 193 crimes recorded where ‘sexual orientation’ was the motivating factor. This will reflect better reporting to the police. However, responses from the National LGBT Survey would suggest that a large proportion of hate crimes are still not being reported, with the full extent of hate crime incidence still unknown.

As with gender identity, the Census 2021 has provided the first set of official data on sexual orientation in England and Wales. In the 2021 Census there was a new question around sexual orientation, asking ‘which of the following best describes your sexual orientation?’, and providing a list of options. It was directed only at people aged 16 and over, and answers were voluntary.

Overall, 93.2% of residents in Gloucestershire aged 16 and over answered the question. The majority of people who answered described their sexual orientation as ‘straight or heterosexual’, at 90.4% of the population. This is slightly higher than the national average of 89.4%.

There were almost 15,000 people (2.8%) who described their sexual orientation as being in one of the LGB+ categories. This is lower than the national average of 3.2%.

A total of almost 36,200 people chose not to answer this voluntary question, which is more than double the total number of LGB+ people who did choose to respond. Due to the sensitive nature of the question, it might be reasonable to assume that some LGB+ people felt reticent to provide an answer. The approximate figure of 15,000 LGB+ people should be regarded as the minimum number in the county, but this could potentially be considerably higher.

The 2021 Census found that within Gloucestershire the most common LGB+ sexual orientation was 'gay or lesbian'. More than 6,800 people (1.3%) described their sexual orientation as this. The next most common LGB+ sexual orientation was 'bisexual', with more than 6,400 people (1.2%). All other LGB+ sexual orientations accounted for almost 1,700 residents in Gloucestershire (0.3%). This figure included 'pansexual', 'asexual', 'queer', and 'all other sexual orientations'.

At district level:

- Cheltenham has the largest proportion of residents describing their sexual orientation as being LGB+ at 3.9%. This exceeds both the county and national average of 2.8% and 3.2% respectively.
- Cheltenham also has the largest proportion of people in the county who describe their sexual orientation as 'gay or lesbian', at 1.6%. This exceeds the county and national average of 1.3% and 1.5% respectively. By contrast, Forest of Dean has the smallest proportion, at 1.0%.
- Cheltenham and Gloucester have the highest proportion of people describing their sexual orientation as 'bisexual', at 1.8% and 1.4% respectively. Both exceed the county and national average of 1.2% and 1.3% respectively.

Gloucestershire Residents aged 16+ by Sexual Orientation, 2021

	Straight or Heterosexual		Gay or Lesbian		Bisexual		All other sexual orientations		Not answered	
	Number	%	Number	%	Number	%	Number	%	Number	%
Cheltenham	87,790	89.2	1,581	1.6	1,812	1.8	443	0.5	6,810	6.9

	Cotswold	69,820	91.5	876	1.1	649	0.9	143	0.2	4,826	6.3
	Forest of Dean	66,188	90.6	747	1.0	705	1.0	210	0.3	5,197	7.1
	Gloucester	96,058	89.8	1,487	1.4	1,450	1.4	378	0.4	7,564	7.1
	Stroud	90,493	90.3	1,246	1.2	1,153	1.2	315	0.3	6,989	7.0
	Tewkesbury	70,842	91.6	875	1.1	663	0.9	170	0.2	4,802	6.2
	Gloucestershire	481,191	90.4	6,814	1.3	6,432	1.2	1,660	0.3	36,188	6.8
	England	41,114,478	89.4	709,704	1.5	591,690	1.3	158,357	0.4	3,432,728	7.5
Care leavers / care experienced adults	<p>The legal definition of a care leaver is someone who was in care for at least 13 weeks, or periods amounting to a total of 13 weeks, which began after reaching the age of 14 and ended after reaching the age of 16. If the individual did not spend 13 weeks in care but did spend any time in care after their 16th birthday they will be a qualifying care leaver.</p> <p>At present, there is a lack of data and there are caveats with the existing data. More information care leavers is expected soon but as part of this move to improve the data, the definition of a care leaver must be agreed.</p> <p>LAIT DofE data suggests there are 314 former young people whose 19th, 20th, or 21st birthday fell between 1st April 2021 and March 31st 2022 who were previously looked after for at least 13 weeks after their 14th birthday. The caveat is that this only includes care leavers from Gloucestershire County Council, and therefore not care leavers living in Gloucestershire that might have been the responsibility of another local authority.</p>										

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of Gloucestershire County Council staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
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Age	N/A - GCC staff are not affected.
Disability	N/A - GCC staff are not affected.
Sex	N/A - GCC staff are not affected.
Race	N/A - GCC staff are not affected.
Gender reassignment	N/A - GCC staff are not affected.
Marriage & civil partnership	N/A - GCC staff are not affected.
Pregnancy & maternity	N/A - GCC staff are not affected.
Religion and/or belief	N/A - GCC staff are not affected.
Sexual orientation	N/A - GCC staff are not affected.
Care leavers / care experienced adults	N/A - GCC staff are not affected.