

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. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

1. Background

Directorate	Economy, Environment & Infrastructure
Service area	-
Title of the proposed change being assessed i.e. the policy, service or other development	Medium Term Financial Strategy (MTFS) 2024/25

Describe the purpose of the proposed change and the intended outcomes
<p>The purpose of the MTFS is to give financial expression to the Council Strategy, Building Back Better in Gloucestershire 2022-26 for the next four-year period. The MTFS sets out the Council's high-level funded plan for achieving its vision and priorities, balancing available financing and spending ambitions. It highlights the financial projections for financing, spending (revenue and capital) and reserves.</p> <p>The MTFS is prepared annually and covers the four-year period 2024/25 to 2027/28. It links decisions on resource allocation with decisions on policy priorities as set out in the Council Strategy. This EqIA is Appendix 4 of the MTFS 2024/25 – 2027/28 report being considered by Cabinet on 31 January 2024.</p> <p>Each Directorate's priorities and plans for the year are set out in their Commissioning Intentions which are included in Annex 1 of the MTFS. Proposals for cost increases (investment) and cost reductions (savings) are driven by these Commissioning Intentions.</p>

Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	Yes
Other (please specify):	Strategic Partners

Decision to be taken and decision maker	Cabinet decision on 31 January 2024: To recommend the Medium Term Financial Strategy (MTFS), 2024/25 revenue and capital budgets and Precept to Council
Person(s) responsible for completing this assessment	<ul style="list-style-type: none"> ▪ Executive Director of Economy, Environment and Infrastructure ▪ Director of Transport and Highways ▪ Director of Economy and Environment
Date of this assessment	20 th November 2023

2. Information and Data Collection

This table summarises the Council-wide approach to engagement and consultation. Details of the information and data collected (including through engagement and consultation exercises) for each budget proposal are set out within section 3.

Stakeholders	Engagement and Consultation
<p>Service Users / Wider Community</p>	<p>Following a decision by the Deputy Leader and Cabinet Member for Finance and Change (details here), a public consultation on the Council's draft budget for 2024/25 took place over a five-week week period between 7 December 2023 and 11 January 2024.</p> <p>To raise awareness of the budget consultation and how people could provide their views on the proposals, information was made available via the county council's website, Information was also shared with local media contacts and via the County Council's social media accounts (Facebook, Instagram, X, Nextdoor) and with subscribers of Council e-newsletters.</p> <p>Posters were also displayed in libraries and in other GCC buildings.</p> <p>There were reminders throughout the consultation period to make sure there were multiple opportunities for interested parties to see the relevant information and the invite to respond.</p> <p>A budget consultation booklet was produced and made available on-line and in hard copy via libraries. Other formats were available upon request.</p> <p>A questionnaire was also produced to help collate views. This was available online, in hard copy and in other formats, in the same way as the booklet.</p>
<p>Workforce</p>	<p>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.</p> <p>Information was shared with County Council staff via the weekly e newsletter and via the front page of the intranet.</p>

	<p>Staff networks were also sent information, with a request to provide their views and promote the consultation through their communications channels and networks.</p>
Partners	<p>Information was shared with public sector partners, via the Warning and Informing Communications Group with a request to raise awareness of the budget consultation within their individual organisations and share information through their communication channels.</p> <p>Information was also shared with town and parish councils, a range of community groups, young people organisations, with a request that they share information through their communication channels and local networks.</p>
Other	<p>Information was shared with county councillors, asking them to take part in the consultation and to support the County Council to raise awareness by sharing information through their communication channels and local networks.</p>

3. Equality Assessment, Actions and Monitoring and Review

3.1 – Status Quo

See the ‘Needs Analysis’ section of the Commissioning Intentions which identifies equality, diversity and inclusion related issues.

3.2 – The Proposed Changes: Revenue

Also see the ‘Equalities Response’ section of the Commissioning Intentions which sets out the equality, diversity and inclusion related priorities identified through the needs analysis and summarises the actions that will be taken to address these.

Service Users				
Budget Change Proposal	Summary of the information and data gathered, including through engagement and consultation	Protected Characteristics / Additional Groups	Summary of the assessment of the potential or actual impact on those who share the protected characteristics or are in the additional groups	Actions to further maximise the positive impact or minimise the negative impact Arrangements for monitoring and review
Revenue Cost Increases (Investment)				
Annual maintenance package – cycle spine The type and level of maintenance required on the cycle spine includes sweeping, jetting, hedge cutting, beanie block maintenance, signs etc.	Consultation has been undertaken as part of the preparatory works in advance of constructing the new segregated cycle facilities along the cycle spine, and particularly the length currently constructed or	Protected Characteristics All Additional Groups Socio-economic disadvantage	Positive There are opportunities to support the needs of users and the positive impact on accessibility groups, groups without a car to access education, training or employment.	Actions Additional funding would enable a higher frequency maintenance regime to be carried out, and in the longer term as the completed length of the cycle spine grows, there will be a

<p>Enhanced maintenance is necessary to support the needs of users and encourage maximum use of the cycle route, supporting modal shift and healthy lifestyles.</p>	<p>under construction. Feedback from those consultations shows support for the provision of the route, and an appropriate level of maintenance of the route to encourage maximum use.</p>		<p>The cycle spine will connect Cheltenham and Gloucester initially, with extensions to Bishops Cleeve and Stroud in future phases. The ability to enable safe, active travel mode access to transport interchanges such as the railway stations, employment sites along the route and education sites, is significant.</p>	<p>need to consider how this is addressed.</p> <p>Monitoring and Review Post scheme reviews and further consultation phases provide an opportunity to hone and enhance the maintenance regime to ensure the cycle route is accessible to the widest group of users.</p>
<p>Winter treatment of cycle routes Cycle routes are not currently salted/de-iced in Gloucestershire. This funding covers the lease costs for tractor unit plus resources to enable the equipment, materials and process to be tested and implemented. Enhanced maintenance is necessary to support the needs of users and encourage maximum</p>	<p>Consultation has been undertaken as part of the preparatory works in advance of constructing the new segregated cycle facilities along the cycle spine, and particularly the length currently constructed or under construction. Feedback from those consultations shows support for the provision of the route, and an appropriate level of maintenance (and</p>	<p>Protected Characteristics All</p> <p>Additional Groups Socio-economic disadvantage</p>	<p>Positive There are opportunities to support the needs of users and the positive impact on accessibility groups, groups without a car to access education, training or employment.</p> <p>The cycle spine will connect Cheltenham and Gloucester initially, with extensions to Bishops Cleeve and Stroud in future phases.</p>	<p>Actions Additional funding would enable a winter maintenance regime to be carried out, and in the longer term as the completed length of the cycle spine grows, there will be a need to consider how this is addressed across the full route.</p>

<p>use of the cycle route, supporting modal shift and healthy lifestyles.</p>	<p>winter maintenance) of the route to encourage maximum use. This includes consideration of the ability to de-ice the route in winter conditions to allow users to continue to choose this mode of travel.</p>		<p>The ability to enable safe, active travel mode access to transport interchanges such as the railway stations, employment sites along the route and education sites, is significant.</p>	<p>Monitoring and Review Post scheme reviews and further consultation phases provide an opportunity to hone and enhance the maintenance regime to ensure the cycle route is accessible to the widest group of users.</p>
<p>Gloucestershire Cycle Spine Design Additional funding for expanding cycle spine design is key to support the development of future phases of the 26 mile spine in readiness for future bidding rounds. Investment in scheme design could be directly linked to significant capital bid allocations.</p>	<p>Consultation has been undertaken as part of the preparatory works in advance of constructing the new segregated cycle facilities along the cycle spine, and particularly the length currently constructed or under construction. Feedback from those consultations shows support for developing further sections of the 26 mile cycle spine.</p>	<p>Protected Characteristics All</p> <p>Additional Groups Socio-economic disadvantage</p>	<p>Positive There are opportunities to support the needs of users and the positive impact on accessibility groups, groups without a car to access education, training or employment. The ability to bid for future funding is directly linked to investment in scheme design.</p> <p>The cycle spine will connect Cheltenham and Gloucester initially, with extensions to Bishops Cleeve and</p>	<p>Actions Early scheme engagement with protected characteristic groups will support inclusive design principles.</p> <p>Monitoring and Review Post scheme reviews and further consultation phases provide an opportunity to hone and enhance future scheme designs to ensure the cycle route is accessible to the widest group of users.</p>

			Stroud in future phases. The ability to enable safe, active travel mode access to transport interchanges such as the railway stations, employment sites along the route and education sites is significant.	
<p>LTP consultancy support Additional resources to support the review of the Local Transport Plan (LTP)</p>	<p>In early 2022, DfT recommended to Local Transport Authorities to review their LTPs making it clear that LTPs will increasingly influence future funding decisions. Resource is required to update Gloucestershire's LTP to ensure that it continues to comply with government guidelines.</p>	<p>Protected Characteristics All</p> <p>Additional Groups Socio-economic disadvantage</p>	<p>Positive The review of the Local Transport Plan will involve consideration of the impact which any proposed changes will have on all Gloucestershire residents, including residents who share protected characteristics or are in specific additional groups.</p>	<p>Actions An EqlA will be undertaken as part of the review of the Local Transport Plan before its adoption of any changes taking into account the outcome of public consultation. And highlighting any specific feedback from groups with protected characteristics. We know that consultation also struggles to engage under-represented groups and these are the same groups with low levels of access to private transport, and more dependent on walking, cycling and</p>

				<p>public transport. The engagement and consultation on the LTP review will make specific efforts to ensure that these groups are engaged.</p> <p>Monitoring and Review The Council will undertake a review and monitoring annually of the Local Transport Plan following its review.</p>
<p>Additional phase 3 of Community Speed Watch programme Inappropriate speed of traffic is a real concern of many people living in the county. The programme allows funding for groups to carry out their own speed surveys, contacting offenders with support of the police and using wheelie bin stickers and/or signs to remind drivers of the designated speed limits,</p>	<p>There is considerable contact form communities for this service and 2 successful CSW phases have already been run. Community feedback and data analysis has shown some positive outcomes for communities (and their concern regarding excessive speed and actual and perception of risk within their communities. This</p>	<p>Protected Characteristics All</p> <p>Additional Groups Socio-economic Vulnerable</p>	<p>Positive Investment in the first 2 phases of community speed watch is already increasing awareness of road safety and seeing reductions in speed through those communities. This benefits the wider community as well as those with protected characteristics as we know that users with disabilities, younger children and the elderly</p>	<p>Actions Apply learning from phases 1 and 2 to increase the efficacy of the scheme on casualty reduction. e.g. prioritise locations that may not be on the hot-spot list but have had casualties; improve take up in non-parished areas of Gloucester and Cheltenham; support parishes using CSW cameras and encourage bids for cameras rather</p>

	<p>includes those with protected characteristics, particularly accessibility issues or those without access to a car.</p> <p>A 3rd phase of the programme is likely to cost £300k and therefore the £200k GCC investment is expected to be match funded by investment from the Police.</p>		<p>are often more vulnerable road users and therefore will typically see the biggest safety benefits of reduced speeds through our communities. In addition we know that lower speeds can reduce the slowing / accelerating seen with higher speed traffic. Lower and more consistent speed can reduce air pollution and therefore benefit all groups, particularly those with disabilities that suffer most from air pollution. A 3rd phase of CSW will all more communities to be served</p> <p>Neutral Engaging with parishes and community groups helps to raise awareness of speeding. Vehicle data from the cameras enables police enforcement to focus on</p>	<p>than more costly VAS. These amendments would enable the scheme to directly contribute to casualty reduction and mitigate the risk of staff being diverted from essential casualty reduction work.</p> <p>Monitoring and Review Quarterly monitoring of road casualties (slight, serious and fatal). Quarterly and regular engagement with police, fire, health and other partners in the Road Safety Partnership.</p>
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			the right locations and at times of day/week when people are exceeding the speed limit.	
Revenue Cost Reductions (Savings)				
<p>Libraries and Registration efficiencies To make a saving by reviewing the structure of Libraries and Registration</p>	<p>Consultation will take place to assess any impact in implementing a new structure which may affect people with protected characteristics.</p> <p>Feedback from this consultation will inform any decisions taken in re-aligning the services should they demonstrate an impact on service provision.</p>	<p>Protected Characteristics All</p> <p>Additional Groups Arts Council England</p>	<p>Positive There are opportunities to further bring together services that might have natural affiliations and therefore benefit the users of both Library & Registration services.</p> <p>Neutral It is unlikely that any major impact will be felt by people who are directly accessing Library and Registration services directly.</p> <p>Negative A change of management may be unsettling for senior staff, however, good processes are in place</p>	<p>Actions To identify alternative areas that align well and can add further value to Library & Registration services. To identify a timeline for transition and new opportunities for service provision.</p> <p>Monitoring and Review Service delivery will be monitored to ensure that service availability is not impacted. Public feedback will be monitored highlighting any specific feedback from groups with protected characteristics.</p>

			with senior managers able to support with a transition.	
Income Target				
Income 3% Increase Review of fees and charges in line with inflation		All	To ensure that fees and charges keep pace with the true cost of providing services	Actions Where relevant a specific Equality Impact Assessment will be undertaken to consider the equality impact as detailed proposals are developed

3.3 – The Proposed Changes: Capital

Service Users				
Capital Programme	Summary of information and data gathered, including through consultation and engagement	Protected Characteristics / Additional Groups	Summary of assessment of the potential or actual impact on those who share the protected characteristics or are in the additional groups	Actions to further maximise the positive impact or minimise the negative impact Arrangements for monitoring and review
Capital Cost Increases (Investment)				
<p>Additional Road Safety Capital investment in Gloucestershire Increased capital funding to progress additional road safety related capital schemes that have been priority assessed. This investment supports identifying accident clusters and “hot spots” and prioritises spending on road improvement to reduce risk and speed</p>	<p>Every year on Gloucestershire’s roads, there are around 1000 personal injury road traffic collisions, resulting in a similar number of casualties.</p> <p>The Road Safety Team maintains a database of statistics on all personal injury road collisions records within the county, informed but data for Gloucestershire Constabulary including details related to each specific incident.</p>	<p>Protected Characteristics All</p> <p>Additional Groups Socio-economic Vulnerable Rural</p>	<p>Positive In 2022 32 people were killed on our roads and 376 were seriously injured, the most since 1994. Significant additional investment, delivered with police support through the Road Safety Partnership, can contribute to reversing this trend. We will focus on managing speeds on higher speed rural roads where most fatalities occur and on urban arterial roads where children and elderly</p>	<p>Actions Take a data led approach to prioritise investment at hotspots, routes and areas with highest numbers of KSI’s (Killed and Seriously injured). Apply a Safer Systems approach to combine efforts across road safety partner authorities and the council’s Road Safety and Community Safety teams. Introduce more average speed camera enforcement on rural</p>

<p>related accident clusters.</p>	<p>As a result, the team has access to collisions dating back to 1983 - over 100,000 records, which can be used together with our computer mapping system to monitor risk, accident clusters and concentrations on the highway network. This enables us to prioritise our annual programme and target our spending on road improvements. This is supplemented by any community feedback regarding their concerns and consultation feedback sought when initial mitigations are proposed.</p>		<p>pedestrians, cyclists and people with disabilities are most vulnerable. Investment in safety sign replacement and Vehicle Activated Signs will help to remind drivers of speed limits, warn of hazards ahead and the presence of vulnerable road users such as school children.</p>	<p>and arterial routes to reduce casualties.</p> <p>Monitoring and Review Quarterly monitoring of road casualties (slight, serious and fatal). Quarterly and regular engagement with police, fire, health and other partners in the Road Safety Partnership</p>
<p>Gypsy & Traveller Services – Replacement of Site Utility Blocks Replacement of substandard utility blocks, currently metal</p>	<p>The Traveller Sites provide accommodation for approx. 80 families in Gloucestershire on a social housing basis, with reasonable rents, and each family have a</p>	<p>Protected Characteristics All</p> <p>Additional Groups</p>	<p>Positive There are opportunities to support the service users:</p> <ol style="list-style-type: none"> 1) Increasing qualities of life for residents 	<p>Actions Early consultation with residents prior to planning submission will enable the blocks to be designed in a way that will consider the needs</p>

<p>containers, and wooden chalets, with brick-built utility blocks that accommodate washing and cooking facilities for each individual GCC tenancy holder and their family.</p>	<p>licence agreement. Providing well designed and managed sites for Gypsies and Travellers, supports happy and healthy communities, addressing wider determinants of health, education and employment is a priority for the service</p> <p>The stock condition survey carried out in 2018, across all GCC owned Gypsy & Traveller sites, highlighted a decline in basic washing and cooking facilities (namely kitchens and bathrooms) that had recommendations for replacement.</p>	<p>Socio-economic disadvantage</p>	<p>2) Improving GCC stock and making sites more attractive.</p> <p>This project will support the vision of GCC to provide an inclusive and healthy county for all.</p>	<p>of residents, taking in to account their heritage, beliefs and lifestyles.</p> <p>Monitoring and Review From the onset, by having a well-designed project plan, liaising with other local authorities such as Kent County Council, who have undertaken similar works, to understand barriers, will enable smooth service delivery, with constant monitoring of the EqIA.</p>
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3.4 The Proposed Changes: Workforce

As at 30 September 2023, 4,244 individuals were employed by the County Council, including employees from the Gloucestershire Fire and Rescue Service, but excluding those individuals who are engaged on casual or temporary contracts. The relevant workforce equality reporting is available online ([here](#)) including the Annual Workforce Equality, Diversity and Inclusion Report.

The proposals within this year's MTFS do not require large scale workforce change. There are a number of proposals which increase staffing to support the delivery of services including increasing the capacity to support the delivery of the council's equality objectives. There are also individual proposals which may require some local service restructuring and therefore may impact the nature and number of roles. The Council provides a toolkit and specialist HR (Human Resources) advice to assist managers when planning restructures and other organisational change projects. This helps to ensure that the process of change management is carried out fairly and on an equitable and transparent basis, incorporating the principles of the Public Sector Equality Duty and other statutory requirements. This toolkit is kept under review and updated as necessary to ensure it remains relevant and legally compliant. The Council proactively seeks to minimise compulsory redundancy via the use of redeployment. Where service organisational changes involve alterations to buildings or office accommodation, the Council ensures that the design of such changes comply with accessibility standards together with making reasonable adjustments to support the workforce to undertake their roles.

The Council will continue to support the retention of staff. To achieve this, we offer and promote a range of flexible working practices and family friendly policies as well as agile working. We continue to operate voluntary purchase of additional leave and voluntary reduction to working hour's schemes, which were initially launched in 2013 and have been extended due to their popularity. We also provide several sacrifice schemes and other staff benefits. We actively promote our hard to fill professional roles and are reviewing our pay and reward scheme to ensure that it is fit for purpose and attracts a wide range of candidates including those with protected characteristics. We are a Disability Confident employer and have signed the Race at Work charter.

The Council communicates and engages with staff through a variety of processes including employee voice groups, staff networks, formal consultation and negotiations with Trade Unions, internal communications channels and team meetings.

The Council is in the third year of the three-year action plan and continues to develop actions for the future; this includes having regard to the Equality Framework for Local Government to inform the future equality strategies. We have employee networks for Black, Asian and minority ethnic employees; employees with caring responsibilities; employees with disabilities; lesbian, gay, bisexual and transgender employees and young employees. The Dignity at Work

network is one of the initial points of contact for any employee who believes they are experiencing bullying and harassment in the workplace.


The Employee Networks have continued to engage and support workforce equality projects alongside our colleagues in Human Resources and Organisational Development. The Employee Networks provided input on this Workforce Equality Report, providing feedback on the findings, suggesting recommendations, and agreeing terminology.


Support is provided through the Occupational Health and Safety services, including professional face to face counselling to support staff in appropriate cases. The Council continues to sign up to the Mindful Employer Charter and the Occupational Health team keeps support and advice under review to enable managers and staff to have relevant information available. A Health and Wellbeing Action Plan was agreed in 2023 and this is currently being implemented.

During the pandemic, we have piloted programmes to proactively encourage employees to improve their health and reduce the potential for future physical and mental health problems. Some of these programmes are on-going. We have also introduced MIND (managing mental health at work) training for all managers. In addition, we have proactively worked with managers to help them support their teams recognising that this was a very difficult period for many individuals and families, and this has had an impact on both physical and mental health.

All of the capital investment in highways infrastructure and maintenance and the elements specifically highlighted in this template are undertaken to support travel by a variety of modes and maintain the asset for the wider benefit to the public. Any implemented schemes follow approved national guidance covering issues such as cycling and walking provision (LTN1/20); accessibility standards (Safer Streets); safe maintenance and design requirements (DMRB – Design Manual for Roads and Bridges) etc. Inevitably this investment not only benefits the wider public but by definition also benefits our workforce who will all use the network regularly whether to travel to and from work or simply as part of their day to day lives.

4. Approval

Signature of Executive Director	
Name of Executive Director	Colin Chick, Executive Director of Economy, Environment and Infrastructure
Date	10 January 2024

Signature of Cabinet Member	
Name of Cabinet Member	Cllr Lynden Stowe Deputy Leader and Cabinet Member for Finance and Change
Date	22 January 2024
