

## 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	Corporate Resources
Service area	HR
Title of the proposed change being assessed i.e. the policy, service or other development	GCC Workforce Strategy

Describe the purpose of the proposed change and the intended outcomes
<p>The purpose of the Workforce Strategy is to outline how the council will meet current and future workforce needs to ensure it has skilled people to deliver high quality services. At its core, its purpose is to grow the capability of our people to deliver the GCC strategy, 'Building Back Better in Gloucestershire'.</p> <ul style="list-style-type: none"> <li>• Our Workforce Vision is to <i>“create a GREAT place to work for EVERYONE”</i>.</li> <li>• Our mission is to be recognised by our people and our communities as an 'employer of choice' by promoting an inclusive, high-performance culture which identifies and nurtures talent.</li> </ul> <p>Our workforce is integral to everything that we do, and it is through our Workforce Strategy, that we aim to attract, retain, and develop the best possible workforce and working environment to ensure we are considered an 'employer of choice' 'by our people and our communities.</p> <p>This workforce strategy sets out our strategic priorities and objectives for our workforce over the next 3 years and includes both priority areas for workforce development and transformation.</p>

The key areas of focus in our Council Strategy for our workforce are:



The Workforce strategy is underpinned by an annual implementation plan which is aligned to 3 pillars:

1. Capacity: Being recognised as a modern, attractive employer who can recruit and retain highly capable employees.
2. Culture: Engaging our people and developing a positive diverse & inclusive culture
3. Capability: Developing our people to enjoy rewarding & varied careers.

Over the strategic timeframe, there may be key actions or changes that are identified and documented within the annual implementation plan. A separate EqIA, will be documented at this time, e.g., HR Policy changes and or development.

The success of the Workforce strategy will be measured through a framework of key measures aligned with the strategic pillars.

#### Who is affected by the proposals?

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

Decision to be taken and decision maker	Approval of Workforce Strategy
Person(s) responsible for completing this assessment	Wendy Cooper and Eleanor Hutchison
Date of this assessment	04/10/2023

## 2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data 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 does not mean that you cannot 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 Sources
Service Users / Wider Community	<p>As per the below who are all part of the wider community.</p> <p>There is no need for a formal employment consultation approach for the workforce strategy as the strategy does not make proposals directly impacting on contractual elements of employment.</p> <p>Nevertheless, the council has good relationships with its union colleagues and engaged with them on this strategy on 28/11/23</p>	<p><a href="#">Population Profile 2022</a> (demographic data for the county using the protected characteristics)</p>
Workforce	<p>HR Leadership and wider HR/OD team, CLT, Exec Directors leadership teams</p> <p>All support services, Corporate Change Development Group.</p> <p>GCC Staff Networks/employees</p>	<p>External research, best practice CIPD, other Councils and other public sector organisations.</p> <p>Staff Survey 2022, Employee voice groups, leadership consultations, Workforce Equality Reports 2022, Pay Gap Report 2022, and HR Workforce data. Equality information and analysis. Utilisation of various ED&amp;I/Workforce hosted initiatives, Q&amp;A sessions, EVG Groups, Network Feedback, including Tea Talk Safe Space.</p>

Partners	Shared with ICB colleagues, to help identify synergies and alignments to support the wider 'One Gloucestershire'.	ICB draft People Strategy
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 sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

#### 3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
Protected Characteristics (Equality Act 2010)	N/A	N/A

Additional Groups (including care leavers / care experienced adults)		
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### 3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

### Service Users

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	✓				No potential adverse impacts on any protected characteristics.	
Disability	✓					
Sex	✓				The Council is committed to fairness and promoting equality of opportunity for all, in a culture that really values difference.	
Race	✓					
Gender reassignment	✓					
Pregnancy & maternity		✓			As an employer, we want to ensure that our workforce is representative of the community we serve and that we attract and retain talented employees from a wide range of backgrounds who	
Religion and/or belief		✓				

Sexual orientation	✓				<p>bring diverse skills and experience.</p> <p>We recognise that our employees are one of our most valuable assets and we must ensure that all staff feel engaged and motivated so that they can deliver the best possible services to the residents of Gloucestershire.</p> <p>There is a huge amount of research highlighting the benefits of having a workforce that reflects the community it serves.</p> <ul style="list-style-type: none"> <li>✓ It can improve the quality of service and customer satisfaction, as diverse employees will better understand the needs of diverse customers.</li> <li>✓ It can enhance creativity and innovation, as diverse employees bring different perspectives, ideas and skills.</li> <li>✓ It can help foster belonging and trust and help reduce risk of discrimination as diverse employees can challenge biases and promote equity and inclusion.</li> </ul>	
Marriage & civil partnership		✓				
Armed Forces community						
Carers	✓					
Care leavers / care experienced adults				✓		
Digital exclusion				✓		
Geography, for example, urban and rural areas				✓		
Socio-economic disadvantage				✓		
Vulnerable groups of society				✓		
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

**Gloucestershire County Council Staff**

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
					<p>It is not anticipated that this refreshed Workforce Strategy will have any adverse impacts on any of these protected characteristics.</p> <p>Equality, diversity and inclusion is a key workforce priority within both the broader GCC Strategy and this Workforce Strategy. Specific objectives ('we will' statements) which are incorporated into the Strategy intend to:</p> <ul style="list-style-type: none"> <li>- eliminate discrimination, harassment and victimisation.</li> <li>- continue to advance equality of opportunity for all.</li> <li>- fosters good relations between people from different groups.</li> <li>- Where appropriate to do so; drive positive action for underrepresented groups.</li> </ul> <p>The new workforce strategy confirms our commitment to creating a positive, diverse and inclusive culture where every employee is treated well and equitably regardless of their background, role and where they work. It will support GCC to encourage a workforce that can recognise and react to the individual needs of staff and will support staff members individual choices.</p>	
Age	✓				<p>We have an older workforce, which is reflective of the County's population, with over 25% of the workforce in the 56+ age range, and 29% in the 46-55 range. Whilst this is a strength for the organisation as staff retire, we are at risk of losing this expertise with a loss of both skills and knowledge and need to be mindful of the impact that this could potentially have on our service users. The new strategy provides opportunities to both attract/retain a younger workforce as well</p>	

					<p>as grow a diverse workforce through its ambition to be recognised as an employer of choice. Some of the following activities will help us achieve this:</p> <ul style="list-style-type: none"> <li>• New inclusive employer brand and employee proposition.</li> <li>• Established apprenticeships scheme to help boost opportunities for a younger workforce and develop our existing staff.</li> <li>• Enhanced ways of working with our Staff Network groups with greater involvement and focus on cocreation e.g., YEN.</li> <li>• Provision of Safe Space Tea Talk for staff to raise concerns with senior leaders.</li> <li>• Family friendly &amp; inclusive policy developments, workforce planning, retention focus, improved development offer via new LMS, career pathways, succession planning and agile ways of working.</li> </ul>	
Disability	✓				<p>Employees declaring a disability make up 5.38% of the workforce is lower when compared to the county (16.71%). The new strategy brings greater focus on providing more inclusive recruitment and retention practices. Some of the following activities will help us achieve this:</p> <ul style="list-style-type: none"> <li>• Membership of the Mindful Employer scheme and Disability Confident accreditation</li> <li>• Family friendly &amp; inclusive policy developments, career pathways and agile ways of working.</li> </ul>	



					<ul style="list-style-type: none"> <li>• Enhanced ways of working with our Staff Network groups with greater involvement and focus on cocreation, e.g., DNet Network.</li> <li>• Provision of Safe Space Tea Talk for staff to raise concerns with senior leaders.</li> <li>• Reasonable adjustments policy review, enabling managers and employees to react to individual needs of staff and ensure that all workplace risk assessments are undertaken, and reasonable adjustments made.</li> </ul>	
Sex	✓				<p>Gloucestershire council has a higher proportion of female staff 70 % female when compared to the county (51%). The new strategy brings greater focus on providing more inclusive recruitment and retention practices. Some of the following activities will help us achieve this:</p> <ul style="list-style-type: none"> <li>• New inclusive employer brand and employee proposition.</li> <li>• Family friendly &amp; inclusive policy development, greater development focus, career pathways and agile ways of working.</li> <li>• Equalities reporting, including gender ay gaps.</li> <li>• Provision of Safe Space Tea Talk for staff to raise concerns with senior leaders.</li> <li>• Implementation of new HR system enabling better data collation and analysis.</li> </ul>	
Race	✓				<p>We employ a higher proportion of employees 6.78% from a black, asian and ethnic minority background when compared to the county which</p>	

					<p>is 4.70%, (83% of employees have declared their ethnicity).</p> <p>There is low representation amongst our senior leaders, and we are particularly keen to see greater diversity at this level. The new strategy brings greater focus on providing more inclusive recruitment and retention practices. Some of the following activities will help us achieve this:</p> <ul style="list-style-type: none"> <li>• Implementation of new HR system enabling better data collation and analysis.</li> <li>• Embedding our values and behaviours so they are central to everything we do.</li> <li>• Cultural competence education and development for employees and staff</li> <li>• Inclusive recruitment practice and education for managers</li> <li>• Enhanced ways of working with our Staff Network groups with greater involvement and focus on cocreation, e.g BWN.</li> <li>• Provision of Safe Space Tea Talk for staff to raise concerns with senior leaders.</li> <li>• Dignity at work policy review – anti bullying.</li> <li>• Race at Work Charter.</li> <li>• Development of Positive Action Strategy</li> </ul>	
Gender reassignment	✓				<p>We have employees who have declared themselves as transgender, but this figure is low and therefore hasn't been stated to protect individuals. The county estimates gender variant people to be between 0.6% and 1%. The new strategy brings greater focus on providing more inclusive recruitment and retention practices. Some of the following activities will help us achieve this:</p>	

					<ul style="list-style-type: none"> <li>• Stonewall membership and participation in Workforce Equality Index which will provide improvement feedback.</li> <li>• Trans policy review.</li> <li>• Enhanced ways of working with our Staff Network groups with greater involvement and focus on cocreation, e.g., Prism.</li> <li>• Provision of Safe Space Tea Talk for staff to raise concerns with senior leaders.</li> <li>• Dignity at work policy review – anti bullying</li> </ul>	
Pregnancy & maternity		✓			<p>The new strategy brings greater focus on providing more inclusive recruitment and retention practices. Some of the following activities will help us achieve this:</p> <ul style="list-style-type: none"> <li>• Family friendly &amp; inclusive policy developments, maternity, adoption, and paternity policy.</li> <li>• New fertility policy and or guidance.</li> <li>• Enhanced ways of working with Staff Network groups with greater involvement and focus on cocreation.</li> </ul>	
Religion and/or belief		✓			<p>33.79% of the workforce have disclosed their Religion and Belief, compared to the population demographic of Gloucestershire County overall (63.50% and 26.70% respectively). The new Workforce Strategy outlines ambitions that do not discriminate on grounds of religion or belief. The new strategy brings greater focus on providing more inclusive recruitment and retention practices. Some of the following activities will help us achieve this:</p>	

					<ul style="list-style-type: none"> <li>Enhanced ways of working with our Staff Network groups with greater involvement and focus on cocreation.</li> <li>Dignity at work policy review – anti bullying</li> <li>Family friendly &amp; inclusive policy developments, agile ways of working.</li> </ul>	
Sexual orientation	✓				<p>4.24% of staff have identified as Bi-sexual, Gay and Lesbian. This is slightly lower when compared to the population of Gloucestershire (5-7%). The new strategy brings greater focus on providing more inclusive recruitment and retention practices. Some of the following activities will help us achieve this:</p> <ul style="list-style-type: none"> <li>Stonewall membership and participation in Workforce Equality Index which will provide improvement feedback.</li> <li>Enhanced ways of working with our Staff Network groups with greater involvement and focus on cocreation.</li> <li>Dignity at work policy review – anti bullying</li> <li>Provision of Safe Space Tea Talk for staff to raise concerns with senior leaders.</li> </ul>	
Marriage & civil partnership		✓			<p>43.19% of the workforce have disclosed their Marriage and Civil Partnership status, which has increased compared to last year. The new strategy brings greater focus on providing more inclusive recruitment and retention policy and practices. Some of the following activities will help us achieve this:</p> <ul style="list-style-type: none"> <li>Family friendly &amp; inclusive policy developments.</li> </ul>	

					<ul style="list-style-type: none"> <li>• Stonewall membership and participation in Workforce Equality Index which will provide improvement feedback.</li> <li>• Enhanced ways of working with Staff Network groups with greater involvement and focus on cocreation.</li> <li>• Provision of Safe Space Tea Talk for staff to raise concerns with senior leaders.</li> <li>• Dignity at work policy review – anti bullying</li> </ul>	
Armed Forces community					<p>This data is not available for workforce and therefore the impact cannot be measured. However, there is an opportunity to learn more about this group via the Needs Assessment taking place under the Adults Directorate. The new strategy brings greater focus on strengthening our employer brand which will make GCC careers more visible and attractive to veterans. The focus on providing more inclusive employment practices will also benefit veterans who are more likely to have longer term disabilities. The new One SAP programme will provide an enhanced opportunity for data capture.</p>	<p>Y Follow up on additional analysis to assess any impact on Workforce</p>
Carers				✓	<p>This data is not current available for workforce and therefore the impact cannot be measured. However, a Carer Survey was included in this year's Staff survey, the analysis of which is underway.</p>	<p>Y Complete analysis of survey</p>
Care leavers / care experienced adults				✓	<p>This data is not available for workforce and therefore the impact cannot be measured.</p>	

					However, the new One SAP programme will provide an enhanced opportunity for data capture.	
Digital exclusion				✓	<ul style="list-style-type: none"> <li>• A considerable proportion of our current workforce lack the digital training, skills, and knowledge.</li> <li>• They lack the confidence to experiment with digital tools and applications reducing the opportunity to increase productivity.</li> <li>• Limited understanding of the art of the possible reduces the ability to digitise processes.</li> </ul> <p>The new digital strategy 2024-2027 will help address some of these challenges which is focused internally for staff and also externally for service users.</p> <p>In addition, the new Workforce Strategy is placing additional focus on growing the digital capabilities of our staff. This in turn, with GCC being one of the larger employers, also contributes to growing the digital capabilities of our communities.</p>	
Geography, for example, urban and rural areas				✓	This data is not available for workforce and therefore the impact cannot be measured.	
Socio-economic disadvantage				✓	The new Workforce Strategy brings greater focus on providing more inclusive recruitment and retention policy and practices. Our	

Vulnerable groups of society				✓	<p>established apprenticeships scheme will also help boost opportunities for these underrepresented groups.</p> <p>A new Positive action strategy is also currently in development and an additional EqlA will be completed as part of this process.</p>	
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
					Where changes/decision are made over the strategic timeframe a separate EqlA will be completed, and intersectionality will be a key consideration at this time.	N

#### 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 the protected characteristics and additional groups prior to implementation (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
	<p>Over the strategic timeframe, there will be key actions or changes that are identified and documented within the annual implementation plan.</p> <p>A separate EqlA, will be documented at this time.</p>		
	Analysis of Carers survey and action planning	OD	Jan 24



## 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 thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Wendy Cooper and Eleanor Hutchison
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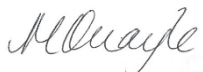
Part 1 – Initial arrangements (up to around six months following implementation)

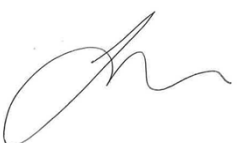
Date of the post implementation review:	Annual									
<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> <li>▪ What mechanisms will be used?</li> <li>▪ How will service users / the wider community / GCC staff and other stakeholders be involved?</li> </ul>	<p>Our success will be measured through a framework of key measures aligned under our strategic pillars:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #4a7ebb; color: white;"> <th>Capacity</th> <th>Culture</th> <th>Capability</th> </tr> </thead> <tbody> <tr> <td style="background-color: #4a7ebb; color: white; padding: 5px;"> <b>Employer of Choice:</b>                      Feedback from staff joining and leaving GCC.                      Attendance &amp; Wellbeing                 </td> <td style="background-color: #4a7ebb; color: white; padding: 5px;"> <b>Employee Voice:</b>                      Feedback from staff through surveys and employee voice groups.                      Employee engagement index                 </td> <td style="background-color: #4a7ebb; color: white; padding: 5px;"> <b>Leadership:</b>                      Inclusive, effective, values based, and visible leadership.                      Overall leadership index                 </td> </tr> <tr> <td style="background-color: #4a7ebb; color: white; padding: 5px;"> <b>Recruitment &amp; Retention:</b>                      Employee turnover                      Recruiting manager satisfaction levels                      Vacancy fill rates (hard to fill roles)                 </td> <td style="background-color: #4a7ebb; color: white; padding: 5px;"> <b>Equalities:</b>                      Improved employee diversity.                      Increased workforce representation of younger people.                 </td> <td style="background-color: #4a7ebb; color: white; padding: 5px;"> <b>Personal Performance:</b>                      Employees understand what's expected of them.                      Employees have access to development and career opportunities.                      PDR completion rates                 </td> </tr> </tbody> </table>	Capacity	Culture	Capability	<b>Employer of Choice:</b> Feedback from staff joining and leaving GCC. Attendance & Wellbeing	<b>Employee Voice:</b> Feedback from staff through surveys and employee voice groups. Employee engagement index	<b>Leadership:</b> Inclusive, effective, values based, and visible leadership. Overall leadership index	<b>Recruitment &amp; Retention:</b> Employee turnover Recruiting manager satisfaction levels Vacancy fill rates (hard to fill roles)	<b>Equalities:</b> Improved employee diversity. Increased workforce representation of younger people.	<b>Personal Performance:</b> Employees understand what's expected of them. Employees have access to development and career opportunities. PDR completion rates
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Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	Progress and monitoring oversight of the strategy will be provided by the ED&I Board and the Corporate Change Delivery Group as well as Corporate Overview and Scrutiny Committee.
What mechanisms will be used?  How will service users / the wider community / GCC staff and other stakeholders be involved?	Senior officers within the council. Members at Corporate Overview and Scrutiny Committee

**6. Approval**

Signature of Senior Officer	
Name of Senior Officer	Mandy Quayle
Date	17/01/2024

Signature of Decision Maker	
Name of Decision Maker	Cllr Lynden Stowe

Date	17 <sup>th</sup> January 2024
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## Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

The focus of this Strategy is Workforce – consideration has been given to:

- <https://www.gloucestershire.gov.uk/council-and-democracy/equalities-and-our-duties-under-the-equality-act-2010/equality-information-and-analysis/>
- <https://www.gloucestershire.gov.uk/media/uxvcfrsp/equality-profile-2023.pdf>
- **Digital Exclusion Risk Mapping Report and Digital Exclusion Report.**

Groups	Service User Data and Information
Age	<ul style="list-style-type: none"> <li>• In 2021, the resident population of Gloucestershire was estimated at 646,627 people, of which: 21.8% were aged 0-19; 56.5% were aged 20-64; 21.8% were aged 65 and over.</li> <li>• 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.</li> <li>• 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</li> </ul>
Disability	<ul style="list-style-type: none"> <li>• 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, 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%.</li> <li>• Estimated projections suggest that in 2023 there will be approximately 12,284 people aged 18+ living with a learning disability in Gloucestershire equating to 2.3% of the adult population.</li> </ul>
Sex	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

	<ul style="list-style-type: none"> <li>• As age increases differences become more noticeable, with females outnumbering males by an increasing margin.</li> <li>• 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</li> </ul>
Race	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>
Gender reassignment	<ul style="list-style-type: none"> <li>• 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%.</li> <li>• 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. T</li> <li>• Evidence shows that when transgender people reveal their gender variance, they are exposed to a risk of discrimination, bullying and hate crime.</li> <li>• Transgender people are more likely to report mental health conditions and to attempt suicide than the general population.</li> </ul>
Pregnancy & maternity	<ul style="list-style-type: none"> <li>• The largest proportion of deliveries in Gloucestershire was among the 30–34-year-old age group, continuing the trend of later motherhood.</li> <li>• 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</li> </ul>
Religion and/or belief	<ul style="list-style-type: none"> <li>• The most reported religion in Gloucestershire is Christianity, accounting for 49.2% of the total population, which is higher than the national figure.</li> <li>• The number of Christians in the county has declined since 2001, reflecting the national trend.</li> </ul>

	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Sexual orientation	<ul style="list-style-type: none"> <li>• 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%.</li> <li>• There were almost 15,000 people (2.8%) who described their sexual orientation as being in one of the LGBTQ+ categories. This is lower than the national average of 3.2%.</li> <li>• The proportion of LGBTQ+ residents aged 16 and over in Gloucestershire (2.8%) is lower than the national average (3.2%).</li> <li>• The most common LGBTQ+ sexual orientation in Gloucestershire in 2021 was 'gay or lesbian', accounting for more than 6,800 people (1.3%).</li> <li>• Cheltenham has the largest proportion of residents describing their sexual orientation as being LGBTQ+ at 3.9%. This exceeds both the county and national average of 2.8% and 3.2% respectively.</li> <li>• There are at least 15,000 LGBTQ+ people in the county, but this could potentially be considerably higher.</li> <li>• In Gloucestershire, recorded hate crime relating to sexual orientation 2020/21 has increased from 16 in 2013/14 to 193 in 2021/22.</li> </ul>
Marriage & civil partnership	<ul style="list-style-type: none"> <li>• Among residents of Gloucestershire aged 16 and over: • 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.</li> <li>• Around 48% of Gloucestershire's residents aged 16+ are married, this is higher than the national figure.</li> <li>• 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.</li> </ul>
Armed Forces community	<ul style="list-style-type: none"> <li>• The proportion of the population who have previously served is higher in the Southwest of England (4.7%) than in England as a whole (3.8%).</li> <li>• In Gloucestershire we see that veterans make up just over 5% of the population at 27,423.</li> </ul>

	<ul style="list-style-type: none"> <li>• The veteran population is an older one, with only 20% being under 50 years old</li> <li>• Most veterans in the Gloucestershire are male, 85.2% compared to 46% of the non-veteran population.</li> <li>• The veteran population in Gloucestershire has a significantly higher proportion of individuals who feel they belong to the white ethnicity than do people in the general population (98.3% versus 93.9% respectively). Each other ethnic group is significantly smaller by proportion in the veteran group than the non-veteran population.</li> <li>• A significantly higher proportion of the veteran cohort selected roles which suggest a higher socioeconomic status (e.g., technical, supervisory, and owning one's own business).</li> <li>• Veterans provide more unpaid care, particularly at 50 hours and over.</li> <li>• Veterans describe themselves as having a worse general state of health.</li> <li>• Veterans have lower levels of qualifications.</li> <li>• Gloucester and Stroud see the most veteran applications for social housing.</li> <li>• Most of the regions homeless veterans are found in Gloucester.</li> <li>• Just over half of veterans are economically inactive, predominantly due to retirement.</li> <li>• Veterans as a group may be or have been in higher positions of professional responsibility.</li> <li>• A higher proportion of veterans have long term disabilities</li> </ul>
<p style="text-align: center;">Carers</p>	<ul style="list-style-type: none"> <li>• In the 2021 Census, there were 51,862 unpaid carers in Gloucestershire (8.9% of the population, down from 10.5% in the previous Census).</li> <li>• Carers caring for long hours are more likely to experience poor health themselves and are less likely to be economically active. Many carers face very difficult financial situations due to having to give up work or reduce their hours to provide care.</li> <li>• More females were carers than males in 2021/22 (72.3%, up from 67.8% prior to the pandemic). A small proportion of carers stated that they were non-binary (0.1%).</li> <li>• 7.2% of carer were unemployed and 9.2% reported that they were unable to work due to their caring responsibilities (up from 3.4% in 2019/20).</li> <li>• The majority of carers were white (93.2%, white British, white Irish, white other). 1.3% each of carers were black or Asian. Under 1% each were travellers/gypsy heritage or were from a mixed-race background.</li> </ul>

Care leavers / care experienced adults	<ul style="list-style-type: none"> <li>52.8% of care leavers open to Gloucestershire were in ETE at the end of November 2023 when there were 553 open care leavers. Care leavers are significantly more likely to not be engaged in any education, training or employment when compared to their peers.</li> </ul>
Digital exclusion	<ul style="list-style-type: none"> <li>Across Gloucestershire, its estimated that <b>between 30,000 and 40,000 (6-8%) adults in the county are effectively offline</b> and a <b>further 80,000 - 100,000 adults are online but are likely to be missing out on the full benefits of the internet</b>. Being online and having good digital skills has a wide range of benefits.<sup>1</sup> It helps people to feel less isolated, save money, access better paid work, help their children, and can improve people’s health and wellbeing.</li> <li>Connectivity across most of the county is generally good, but there are still areas where decent broadband and a reliable 4G signal are very difficult to obtain, and the county fares worse on broadband provision than the average across England.</li> <li>Age, ethnicity and disability are among the demographic groups where research has identified as being more likely to be digitally excluded. ONS data on internet users shows <b><i>the proportion of disabled adults who are not internet users remains considerably higher than for adults who are not disabled</i></b></li> </ul>
Geography, for example, urban and rural areas	<ul style="list-style-type: none"> <li>Data not available</li> </ul>
Socio-economic disadvantage	
Vulnerable groups of society	

## Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

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

- Data source: Workforce Equality, Diversity and Equality Report 2022 -
- <https://www.gloucestershire.gov.uk/media/jovo0ona/gcc-workforce-equalities-edi-report-2022-draft-v07-updated-11112022.pdf>
- <https://www.gloucestershire.gov.uk/media/wi5k4aay/gender-pay-gap-report-2022.pdf>

Groups	GCC Workforce Data and Information
Age	<ul style="list-style-type: none"> <li>• Older workforce, which is reflective of the County's population, with over 25% of the workforce in the 56+ age range, and 29% in the 46-55 range. The average (mean) age is 46 years old; the median age is 47 years old.</li> <li>• There has been a slight decrease in the proportion of younger workers employed within the organisation (24.54% 2022, 16-35 Age brackets) when compared to previous years (24.66% 2021) and (23.81% 2020). However, 48.07% of new starters are within the 16–35 Age bracket, and 66.83% of this group are employed on permanent contracts with the council.</li> <li>• In comparison to the age profile of the organisation, the proportion of formal cases is higher in four of the five age bracket categories, the exception being the 26-35 age bracket where the percentage is lower (5.26%). This can be explained by the higher number of sickness absence and dismissal for ill health retirements at the older age brackets.</li> <li>• Voluntary turnover within the 3 lower age brackets (spanning 16 to 45) has increased compared to last year, however the 2 upper age brackets (spanning 46 to 56+) have decreased. This may indicate that younger workers are more likely to accept short term contracts and may seek this type of arrangement rather than holding out for the traditional 'job for life' or are in apprenticeship roles, that was seen to exist in previous generations.</li> </ul>



	<ul style="list-style-type: none"> <li>• In the upper age bracket (56+) retirement was the most common leaving reason. This is likely to be due to individuals wishing to preserve their pension by remaining with the same employer as they get older.</li> <li>• The proportion of staff accessing training is generally in line with the age profile of the council's workforce staff, however the exception being within the 46-55 age bracket where a slightly higher proportion of staff have accessed training (33.24%) compared to the age profile of the organisation (29.49%).</li> </ul>
Disability	<ul style="list-style-type: none"> <li>• Employees declaring a disability make up 5.38% of the workforce is lower when compared to the county (16.71%).</li> <li>• The percentage of employees who declared a disability is 5.38%, this is a slight increase compared to 5.15% last year (2021), and 4.74% the previous year (2020).</li> <li>• The average years length of service of employees who declared a disability has remained the same compared to previous years.</li> <li>• Overall, 50.48% of all new starters declared if they have a disability, this is a slight increase compared to 50.12% last year. 5.74% of all new starters declared that they have a disability, which is a slightly higher proportion than our overall workforce demographic percentage of the workforce 5.38%.</li> <li>• Overall, 75.59% of leavers declared if they have a disability. 3.65% of all leavers identified as disabled.</li> <li>• The proportion of formal procedure cases involving employees who have declared a disability (2, 4.44%) is lower than the proportion in the workforce (5.38%); and is a lower proportion when compared to last year (3, 7.50%). It should be noted that percentages in relation to formal procedure cases are based on a relatively low number (57).</li> <li>• The proportion of disabled employees accessing training courses (4.80%) is slightly lower than the percentage of the workforce who have declared a disability (5.38%). We will continue to try to ensure that formal training is accessible for all regardless of disability</li> </ul>
Sex	<ul style="list-style-type: none"> <li>• Male and Female Headcount has remained consistent with previous years with no real change across the council and between Directorates.</li> <li>• Gloucestershire council has a higher proportion of female staff 70 % female when compared to the county (51%).</li> <li>• There is a continuing trend with the percentage of full-time female staff increasing.</li> </ul>

	<ul style="list-style-type: none"> <li>• The gender split for formal procedures during the reporting period is higher for male staff 39% (22 employees) and lower for female staff 61% (35 employees), compared to the workforce gender breakdown, male (30%) and female (70%).</li> <li>• Turnover has increased for both females and males. However, the average years length of service has remained the same compared to previous years.</li> <li>• A higher proportion of female employees (76.34%) have accessed training over the past 12 months compared to 23.66% male employees. However, a high proportion of our training focuses on frontline social care employees, and employees in those areas are predominantly female.</li> <li>• As at 31 March 2022 GCC's mean gender pay gap is 3.9% and the median gender pay gap is 3.2%, a reduction since March 2021.</li> </ul>
Race	<ul style="list-style-type: none"> <li>• 83% of employees have declared their ethnicity.</li> <li>• We employ a higher proportion of employees 6.78% from a black, asian and ethnic minority background when compared to the county which is 6.90%.</li> <li>• There is low representation amongst our senior leaders, and we are keen to see greater diversity at this level.</li> <li>• The proportion of workers from a BME background (6.78%) has increased slightly compared to the last 2 years (6.53%, 2021) and (6.29%, 2020), and with 6.04% of new starters being from a BME background.</li> <li>• The council employ a higher proportion (6.78%) of BME staff when compared to the population demographic of the County of Gloucestershire overall (4.70%).</li> <li>• 89.16% declared as being White British. Gloucestershire county as a whole is 91.60% White British.</li> <li>• The average years length of service across the ethnic profile of the workforce has remained the same compared to previous years.</li> <li>• The proportion of formal procedures for BME employees (8, 16.33%) is higher compared to the proportion of BME employees in the workforce (6.78%), particularly in relation to employees who have stated their ethnicity as Black. However, it should be noted that percentages in relation to formal procedure are based on a relatively low number (57).</li> <li>• The ethnic profile of those accessing formal training is mostly reflective of the overall workforce.</li> </ul>
Gender reassignment	<ul style="list-style-type: none"> <li>• We have employees who have declared themselves as transgender, but this figure is low and therefore hasn't been stated to protect individuals. The county estimates gender variant people to be between 0.6% and 1%.</li> </ul>

<p>Marriage &amp; civil partnership</p>	<ul style="list-style-type: none"> <li>• 43.19% of the workforce have disclosed their Marriage and Civil Partnership status, which has increased compared to last year (41.01%, 2021). 33.88% of the workforce indicated their marital status, with a further 9.31% stating that they would rather not state their marital status.</li> <li>• Although there has been a decrease in the number of new starters disclosing their marital status (57.73% compared to 61.20% last year) the marriage and civil partnership groupings have remained broadly similar during the last three years.</li> <li>• The average years length of service has increased year on year within 3 of the 6 marital status groupings (Separated 40%; Single/Never Married 25%; and Widowed 11%).</li> <li>• 43.36% of voluntary turnover leavers disclosed their marital status. The proportion declaring as Married/Civil Partnership has been consistently higher when compared to other marital status groupings.</li> <li>• It should be noted that percentages in relation to formal procedures are based on a relatively low number (57).</li> <li>• The proportion of staff accessing training courses and who have disclosed their marital status, generally reflects the proportion of the workforce as a whole</li> </ul>
<p>Pregnancy &amp; maternity</p>	<ul style="list-style-type: none"> <li>• No internal comparative data available.</li> </ul>
<p>Religion and/or belief</p>	<ul style="list-style-type: none"> <li>• 33.79% of the workforce have disclosed their Religion and Belief, which is a slight increase compared to last year (32.20%, 2021). 29.91% of employees have declared their religious belief, with a further 3.87% stating that they would rather not state their Religion and Belief.</li> <li>• Of those staff who have chosen to disclose their religion and belief, a lower proportion are Christian (40.77%) and higher proportion have stated no religion (42.63%) compared to the population demographic of Gloucestershire County overall (63.50% and 26.70% respectively).</li> <li>• The average years length of service YOY change has decreased for those staff declaring their Religion/Belief as Hindu.</li> <li>• 45.17% of new starters disclosed their Religion and Belief, compared to 51.05% last year, a 5.91% decrease.</li> <li>• Voluntary leavers who have disclosed their Religion and Belief as Christian and none have the higher percentage proportions when compared to other religion/belief categories.</li> <li>• It should be noted that percentages in relation to formal procedures are based on a relatively low number (57).</li> <li>• The proportion of staff accessing training courses and who have disclosed their Religion &amp; Belief, broadly reflects the proportion of the workforce as a whole</li> </ul>

Sexual orientation	<ul style="list-style-type: none"> <li>• 52.06% of staff have disclosed their sexual orientation (within SAP ESS), compared to 54.59% last year (2021), and 51.65% in 2020.</li> <li>• 4.24% of staff have identified as Bi-sexual, Gay and Lesbian. This is slightly lower when compared to the population of Gloucestershire (5-7%) and ONS people aged 16 and over (2.7%).</li> <li>• 86.48% of staff identify as heterosexual.</li> <li>• Although there has been a significant decrease in the number of new starters disclosing their sexual orientation (36.71% compared to 74.22% last year) the sexual orientation groupings have remained broadly similar during the last three years.</li> <li>• The average years length of service has increased for all sexual orientations. Those who have not declared their sexual orientation (unstated) have the highest average years length of service when compared to the other groups.</li> <li>• The proportion of staff of each sexual orientation accessing training courses generally reflects the proportion of the workforce as a whole.</li> <li>• It should be noted that percentages in relation to formal procedures are based on a relatively low number (57)</li> </ul>
Armed Forces community	<ul style="list-style-type: none"> <li>• No internal comparative data available</li> </ul>
Carers	<ul style="list-style-type: none"> <li>• Awaiting analysis of the Carers survey that was completed as a result of the annual 2023 Staff engagement survey.</li> </ul>
Care leavers / care experienced adults	<ul style="list-style-type: none"> <li>• No internal comparative data available</li> </ul>
Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	