

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	Economy & Environment
Title of the proposed change being assessed i.e. the policy, service or other development	Draft Local Development Guide Consultation (2024)

Describe the purpose of the proposed change and the intended outcomes
<p>The purpose of the Local Development Guide (LDG) is to provide information to local planning authorities, developers, and all stakeholders on the types of infrastructure where Gloucestershire County Council (GCC) may seek funding to mitigate the impacts of the proposed development; to make it acceptable in planning terms.</p> <p>The LDG needs to be periodically reviewed to ensure it reflects the latest published national and local guidance. The existing LDG was adopted in 2021 and there is a need to update the document to ensure it remains fit for purpose protecting the wider public interest.</p> <p>Delegated authority is sought to launch an initial 8-week public consultation on the draft LDG. Subject to any material changes required in response to the representations received a second targeted consultation may be required to conclude the review process. The aim is for the updated LDG to be adopted by Cabinet in December 2024.</p>

Who is affected by the proposals?

Service users:	No
Wider community:	Yes
Workforce:	No
Other (please specify):	

Decision to be taken and decision maker	<p>That the Cabinet Member for Environment and Planning delegates authority to the Executive Director: Economy, Environment and Planning, in consultation with the Cabinet Member for Environment and Planning to:</p> <ul style="list-style-type: none"> a) Launch an initial 8-week consultation on the draft Local Development Guide (2024) from the 3 June 2024 to the 28 July 2024. b) Determine the need for a second targeted consultation on the draft Local Development Guide (2024). c) Launch a second 4-week targeted consultation on the draft Local Development Guide (2024) in September 2024.
Person(s) responsible for completing this assessment	Ben Watts – Team Manager Economy & Strategic Planning
Date of this assessment	10 April 2024

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>GCC Service Delivery Teams were consulted to inform the extent of the proposed changes required as part of the LDG review process.</p> <p>The LDG needs to be periodically reviewed to ensure it reflects the latest published national and local guidance. The existing LDG was adopted in 2021 and there is a need to update the document to ensure it remains fit for purpose protecting the wider public interest.</p> <p>The extent of changes identified were linked to the publication of recent national and local guidance covering developer contributions including:</p> <ul style="list-style-type: none"> • Department of Education guidance published in 2023 	<p>Public consultation is critical in justifying the weight afforded to the LDG in planning terms. To demonstrate transparency and ensure GCC's position is defensible through the review process, it is proposed that an eight-week public consultation be undertaken using the County Council's Engagement HQ consultation platform.</p> <p>At the end of the eight-week public consultation, where stakeholders have agreed to be contacted, officers will respond directly to their representations outlining how the LDG will be updated, or not, in response to the representation received.</p> <p>If the changes are considered to materially change the LDG published through the public consultation, then an additional targeted consultation will be required with those stakeholders that agreed to be contacted through the initial public consultation process. If a second targeted consultation is</p>

	<ul style="list-style-type: none"> • Arts Council England in Partnership with the National Archives guidance published in 2023 • GCC's updated Libraries Strategy 2023-2028 • Manual for Gloucestershire Streets 	<p>required, then this will only be for four weeks.</p> <p>The proposed public consultation will be advertised on the GCC website and in Libraries. Where contact details are known officers will directly contact the following specific groups and encourage them to engage in the consultation process:</p> <ul style="list-style-type: none"> • District/City/Borough Councils • Parish/Town Councils • Neighbouring Authorities • Builder/Developers • Planning consultants • Statutory bodies affected by, or who should be aware of GCC's advice when responses to planning applications.
Workforce	N/A	N/A
Partners	<p>To inform the LDG review process and with a view of greater collaboration between local authorities, a Gloucestershire-wide officer group has been created with officers attending from each of the six Local Planning Authorities (LPAs) representing a Planning Policy and Planning Development Management perspective. Through this group the views of the LPAs will be understood and reflected within the updated Guide. The group also enables GCC officers to explain the detail of the Guide so there is a</p>	

	greater awareness and less misunderstanding of the process used when GCC requests developer contributions for different service areas. This group will meet throughout the lifetime of the LDG review process.	
Other	N/A	N/A

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
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<p>Protected Characteristics (Equality Act 2010)</p>	<p>The draft LDG reflects national and local guidance. By incorporating updates into the existing LDG there is no foreseen detrimental impacts on those individuals covered by Protected Characteristics.</p> <p>The purpose of the LDG is to provide information to local planning authorities, developers, and all stakeholders on the types of infrastructure where GCC may seek funding to mitigate the impacts of the proposed development; to make it acceptable in planning terms.</p> <p>The LDG is not prescriptive, as each development proposal will be considered on its merits, and any obligations sought will need to meet the relevant tests. However, it is intended to aid, and improve transparency and consistency, in decision-making; and to provide guidelines to inform the preparation of development plans and other planning documents, as well as assisting in the determination of planning applications.</p> <p>Whilst the LDG is not a Development Plan document nor a Supplementary Planning Document, it is a material consideration in the determination of planning applications.</p>	
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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	X				The proposals outlined within the engagement document aim to have a positive impact on people covered by the Protective Characteristics. It is proposed that an eight-week public consultation concluding prior to the traditional summer holiday period. The consultation is two weeks longer than minimum six-week	No
Disability	x					No
Sex	x					No
Race	x					No
Gender reassignment	x					No
Pregnancy & maternity	x					No

Religion and/or belief	X				<p>consultation timeframe to provide sufficient time for members of the public to engage in the process.</p> <p>The primary method people will feedback their views to the public engagement process will be through the County Council's Engagement HQ consultation platform. This will enable effective engagement management and help to maximise the analysis and use of the engagement results. Using the platform to capture feedback is important due to the project timescales of using this information to report back to stakeholders should they want to receive feedback.</p> <p>It is fully recognised that not everyone will have access to the internet, so an alternative approach is required to ensure this preferred method for capturing views is not a barrier to engagement. Paper copies of the consultation document will be provided upon request by contacting the county council. Anyone that requires a paper copy of the document can also submit a paper response form should they also need to do so. Any paper responses received will be manually transferred by GCC</p>	No
Sexual orientation	X			No		
Marriage & civil partnership	X			No		
Armed Forces community	X			No		
Carers	X			No		
Care leavers / care experienced adults	X			No		
Digital exclusion	X			No		
Geography, for example, urban and rural areas	X			No		
Socio-economic disadvantage	X			No		
Vulnerable groups of society	X			No		
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Action Required (Y/N)?	

				<p>officers onto the online portal.</p> <p>The public consultation will be advertised in all Libraries with contact details provided.</p> <p>If anyone requires any formatting changes to the document such as larger font size or for the content to translated to a different language this request will be fulfilled, and the bespoke document issued. Depending on the type of request this may take up to two weeks to be fulfilled.</p> <p>A combination of both Qualitative and Quantitative questions is recognised as being the best way to ensure that all views have been invited and considered before a final decision is made. A quantitative type of question will ask stakeholders to share their views on a subject in terms of quantifying the extent they agree or disagree with a proposal. Four options will be presented, and they will be required to indicate which best matches their opinion in term of Strongly agree, Agree, Disagree, strongly disagree. The wording of the question will be informed by GCC's consultation specialist to maximise understanding and accessibility. Qualitative data will be captured by respondents answering open style questions about anything</p>	
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					<p>being missed within the LDG or if they have any general comments to make. This provides the opportunity for the respondent to openly share their views. For those using the online portal the free text responses shall have a word limit to encourage brevity and directness within the information provided. This approach makes for a more meaningful exchange of views and avoids respondents submitting tomes of information which may not be relevant to the subject. The approach taken in designing the questions seeks to achieve simplicity and consistency so the responder fully understands and engages in the type of response the authority may be requiring and is relevant to the issues being engaged with. Prior to the engagement being launched the questions shall be tested to ensure that they achieve what is expected of them and revised if any accessibility issues are identified. The only personal information requested as part of the consultation process is linked to the respondent providing contact information should they want to receive a response to their consultation submission and be contacted for a second targeted consultation if required.</p>	
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Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X			No specific impact on GCC Staff.	
Disability		X				
Sex		X				
Race		X				
Gender reassignment		X				
Pregnancy & maternity		X				
Religion and/or belief		X				
Sexual orientation		X				
Marriage & civil partnership		X				
Armed Forces community		X				
Carers		X				
Care leavers / care experienced adults		X				
Digital exclusion		X				

Geography, for example, urban and rural areas		X				
Socio-economic disadvantage		X				
Vulnerable groups of society		X				
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure		Action Required (Y/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
Actual impact	At the end of the consultation process, a summary report will be provided to outline the extent of feedback received and what corresponding action is required to address the issues raised through the process. A decision will need to be made in consultation with the ICM regarding the extent of proposed changes required to the LDG.	Ben Watts	August 2024
Actual impact	Any updates to the LDG will consider the potential impacts of those with protected characteristics compared to ensure that no negative impacts occur.	Ben Watts	September/August 2024
Actual impact	If the extent of changes required following the consultation is considered to materially change the version of the LDG initially consulted on, then a second targeted consultation will take place with those stakeholders that agreed to engage in the process.	Ben Watts	September 2024
Actual impact	Following the completion of the review process the finalised LDG will be presented to Cabinet for adoption.	Ben Watts	December 2024

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):	Simon Excell – Assistant Director for Economy and Planning
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Part 1 – Initial arrangements (up to around six months following implementation)


Date of the post implementation review:	Autumn 2024
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> : <ul style="list-style-type: none">▪ What mechanisms will be used?▪ How will service users / the wider community / GCC staff and other stakeholders be involved?	<p>This Equalities Impact Assessment Statement will be reviewed and updated accordingly as the activity moves forward.</p> <p>The Equalities Impact Assessment Statement will inform the LDG Review process as the process concludes in December 2024.</p>


Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	December 2025
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<p>What mechanisms will be used?</p> <p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>It is a statutory requirement for GCC to published Annual Infrastructure Funding Statements each December. Monitoring the breath and value of financial contributions received to help mitigate the impacts of development will help inform the relative success of the LDG to be a key consideration by Local Planning Authorities when determining planning applications.</p>
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6. Approval

<p>Signature of Senior Officer</p>	
<p>Name of Senior Officer</p>	<p>Colin Chick</p>
<p>Date</p>	<p>1 May 2024</p>

<p>Signature of Decision Maker</p>	
<p>Name of Decision Maker</p>	<p>Cllr. David Gray</p>
<p>Date</p>	<p>1 May 2024</p>

Appendix 1 – Service User Data and Information

Groups	Service User Data and Information																																											
<p>Age</p>	<p>Current Population</p> <p>In 2022, the resident population of Gloucestershire was estimated to be 652,409 people, of which:</p> <ul style="list-style-type: none"> • 17.5% were aged 0-15; • 60.5% were aged 16-64; • 21.9% were aged 65 and over. <p>Gloucestershire has a lower proportion of 0-15 year olds and 16-64 year olds and a higher proportion of people aged 65+ when compared to the figure for England. There is considerable variation at district level:</p> <ul style="list-style-type: none"> • at 19.3% Gloucester has the highest proportion of children and young people (aged 0-15) and exceeds the county and national figure. • Gloucester has the highest proportion of people aged 16-64 (63.9%), exceeding the county and national figure. • Cotswold, the Forest of Dean, Stroud and Tewkesbury all have a higher proportion of people aged 65+ when compared to the county and national figure. At 26.5% Cotswold has the largest proportion of people aged 65 and over. <p>Table 1: Gloucestershire population by broad age group, 2022¹</p> <table border="1" data-bbox="403 1021 1243 1380"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Number of people</th> <th colspan="3">% of population</th> </tr> <tr> <th>0-15</th> <th>16-64</th> <th>65+</th> </tr> </thead> <tbody> <tr> <td>Cheltenham</td> <td>119,434</td> <td>17.4%</td> <td>62.9%</td> <td>19.6%</td> </tr> <tr> <td>Cotswold</td> <td>91,311</td> <td>16.0%</td> <td>57.5%</td> <td>26.5%</td> </tr> <tr> <td>Forest of Dean</td> <td>87,937</td> <td>16.0%</td> <td>58.7%</td> <td>25.3%</td> </tr> <tr> <td>Gloucester</td> <td>133,522</td> <td>19.3%</td> <td>63.9%</td> <td>16.9%</td> </tr> <tr> <td>Stroud</td> <td>123,205</td> <td>17.3%</td> <td>59.3%</td> <td>23.5%</td> </tr> <tr> <td>Tewkesbury</td> <td>97,000</td> <td>18.5%</td> <td>59.1%</td> <td>22.3%</td> </tr> <tr> <td>Gloucestershire</td> <td>652,409</td> <td>17.5%</td> <td>60.5%</td> <td>21.9%</td> </tr> </tbody> </table>		Number of people	% of population			0-15	16-64	65+	Cheltenham	119,434	17.4%	62.9%	19.6%	Cotswold	91,311	16.0%	57.5%	26.5%	Forest of Dean	87,937	16.0%	58.7%	25.3%	Gloucester	133,522	19.3%	63.9%	16.9%	Stroud	123,205	17.3%	59.3%	23.5%	Tewkesbury	97,000	18.5%	59.1%	22.3%	Gloucestershire	652,409	17.5%	60.5%	21.9%
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England	57,106,398	18.5%	62.9%	18.6%
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Outcomes by age

The age of an individual, combined with additional factors including other ‘protected characteristics’ may affect their health and social care needs. Individuals may also experience discrimination and inequalities because of their age.

Analysis of the 2021 Census² shows that Gloucestershire residents aged 65 or over were more likely than those under 65 to:

- have a long-term limiting illness;
- be in poor health;
- be without access to a car;

People aged 50 or over were more likely than those under 50 to:

- be living on their own;
- be providing unpaid care;
- have no qualifications.

Disability

Current population

Under the Equality Act (2010) a person has a disability if he or she has 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.

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 10.3% 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%.

The table below shows that the Forest of Dean had the highest proportion of residents reporting a long term limiting health problem at 19.2% of the total population, exceeding the national average. Gloucester also exceeded the national average with 17.4% of residents reporting a long term limiting health problem or disability. 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%).

¹ Mid 2022 Population Estimates, ONS

Table 2: Percentage of people with a long-term limiting health problem or disability, 2021³

	% 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%

The table below also shows that as age increases, the proportion of respondents reporting a limiting long term health problem increases. In Gloucestershire 18.0% of people aged 50-64 reported a limiting long term health problem, this increased to 31.7% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.

Table 3: Percentage of people with a long term health problem or disability by age, 2021⁴

	% of age group				
	All ages	0-15	16-49	50-64	65+
Cheltenham	15.9	4.8	12.9	17.2	31.7
Cotswold	15.4	4.6	11.3	14.7	28.1
Forest of Dean	19.2	5.2	14.6	20.7	33.3
Gloucester	17.4	5.6	13.9	21.3	35.9
Stroud	16.9	5.2	13.3	17.1	31.3
Tewkesbury	16.0	5.5	12.1	17.0	30.2
Gloucestershire	16.8	5.2	13.1	18.0	31.7
England	17.3	6.3	12.7	21.1	35.2

² 2021 Census, ONS

Dementia is one of the major causes of disability in older people. Estimated projections suggest that in 2024 there will be approximately 11,000 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 22.6% for the 80-84 age group⁵. Given the ageing population the number of dementia sufferers will increase in the future.

Estimated projections suggest that in 2024 there will be approximately 12,373 people aged 18+ living with a learning disability in Gloucestershire equating to 2.3% of the adult population.⁶ Of this group, about 2,517 are estimated to have moderate or severe learning disabilities, equating to 0.5% of the adult population⁷.

In 2022/23 Gloucestershire GPs recorded that 0.7% of their registered patients were known to have a learning disability;⁸ this was higher than the England figure of 0.6%. In 2023, 1.2% of people aged 16+ who completed the GP patient survey in Gloucestershire, reported that they had a learning disability;⁹ 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.

Outcomes by disability

The 2021 Census found that people in Gloucestershire with a long-term limiting illness or disability were more likely than people without such illnesses or disabilities to be providing unpaid care, to be living in a household without access to a car or van and to be living in social housing. Amongst people aged 25 or over, people with long-term limiting illnesses or disability were more likely than others to have never worked and to be in routine occupations and were less likely to be in managerial positions¹⁰.

Sex

Current population

The overall gender split 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.

Table 4: Population by gender, Gloucestershire 2022¹¹

	% of population	
	male	female
Cheltenham	48.9%	51.1%
Cotswold	48.1%	51.9%
Forest of Dean	49.0%	51.0%

³ Ibid.

⁴ Ibid.

Gloucester	49.5%	50.5%
Stroud	48.9%	51.1%
Tewkesbury	48.5%	51.5%
Gloucestershire	48.9%	51.1%
England	49.0%	51.0%

As age increases gender differences become more noticeable, with females outnumbering males by an increasing margin. In Gloucestershire in 2022, 52.6% of people aged 65-84 were female, whilst for people aged 85+ the difference was even more marked with females accounting for 62.0% of the total population; this trend is observed at district, regional and national level. As a result of this, 67% of single pensioner households are shown to be headed by a woman¹². However, the proportion of men in the older population is increasing as the life expectancy of men increases; thus amongst the population aged 85 and over in Gloucestershire, the proportion of men increased from 33.2% in 2012 to 38.0% in 2022.

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

Analysis of the 2021 Census shows that in Gloucestershire¹³:

- Women were more likely than men to head lone parent households with dependent children. In Gloucestershire, 84.2% of such households were headed by a woman, a figure which was in line with the national figure.
- Women aged 65 and over were more likely than men to be living in a household without access to a car, and to be living in a single person household.
- Amongst people aged 50-64, women were more likely than men to be providing unpaid care. Amongst people aged 65 and over, women were slightly more likely than men to be providing unpaid care.

⁵ Poppi.

⁶ Pansi, <http://www.pansi.org.uk> Amongst people aged 16-24, males were 62.6% more likely than females to have 2020 qualification 22/02/2023

⁷ *Ibid.*

⁸ National General Practice Profiles, <http://www.nhs.uk> Region 25 - General Practice Profiles - Data - OHD (to be in high) Access date 19/12/2023

⁹ *Ibid.*

¹⁰ 2021 Census, ONS

¹¹ Mid 2022 Population Estimates, ONS

<p>Race</p>	<p>Current population</p> <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.¹⁴</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 Asia¹⁵.</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. <p>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%.</p> <p>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%.</p> <p>At district level:</p> <ul style="list-style-type: none"> • 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.
<p>¹² 2021 Census, ONS</p> <p>¹³ Ibid.</p>	<ul style="list-style-type: none"> • 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.

Table 5: Population by ethnic group, Gloucestershire 2021 (% of population)¹⁶

	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	10,277	108,559	4,922	1,181	2,949	98,932	1,031	80	158	8,358	1,225
Cotswold	3,320	87,510	1,195	402	1,393	83,545	635	71	57	3,202	330
Forest of Dean	2,135	84,869	625	242	925	82,401	314	103	63	1,988	343
Gloucester	19,953	112,461	8,543	4,826	5,014	103,317	800	224	296	7,824	1,570
Stroud	4,403	116,701	1,256	528	2,171	111,896	711	126	59	3,909	448
Tewkesbury	4,676	90,206	1,924	595	1,699	85,720	537	360	81	3,508	458
Gloucestershire	44,765	600,314	18,464	7,777	14,149	565,811	4,034	965	714	28,790	4,375

Gloucestershire’s 0-19 year old population is more diverse than other age groups. According to the 2021 Census around 11.8% of 0-19 year olds were from ethnic minority backgrounds (excluding white minorities) compared to 7.0% of 20-64 year olds and 1.8% of people aged 65+. This trend is reflected at a regional, national and district level.

¹⁴ *Ibid.*

¹⁵ 2021 Census, ONS

Outcomes by Race

A recent 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. The 2021 Census showed differences in outcomes in a number of areas in Gloucestershire:

- amongst people aged 65 and over, people from Black, Black British, Black Welsh, Caribbean or African backgrounds were more likely than people from other ethnic backgrounds to be disabled under the Equalities Act, or be in poor health;
- People living in households who are from Ethnic minorities (excluding white minorities) backgrounds were all more likely than people living in households from White: English, Welsh, Scottish, Northern Irish or British, and White: Irish backgrounds to have fewer bedrooms than required;
- people from Black, Black British, Black Welsh, Caribbean or African, and Mixed or Multiple ethnic groups were more likely than other ethnic groups to live in social housing;
- people from White: English, Welsh, Scottish, Northern Irish or British, and White: Irish backgrounds were less likely than other ethnic groups to be living in private rented housing or living rent free;
- people from all groups which were not White British were more likely than White British people to be living in a household without access to a car or van;
- amongst people aged 25-34, people from White Irish, Asian, Asian British or Asian Welsh, Black, Black British, Black Welsh, Caribbean or African, and Mixed or Multiple ethnic groups were more likely to have level 4 qualifications than people from White: English, Welsh, Scottish, Northern Irish or British backgrounds, whilst people from White: Gypsy or Irish Traveller, Roma or Other White, or Other ethnic groups were less likely to have this level of qualification;
- amongst people aged 16-24, people from White: English, Welsh, Scottish, Northern Irish or British backgrounds were less likely to have no qualifications than people from all other ethnic groups.
- amongst people aged 25-49, people from White: English, Welsh, Scottish, Northern Irish or British, and also White: Gypsy or Irish Traveller, Roma or Other White backgrounds were less likely to be unemployed than people from any other ethnic background;
- amongst people aged 25-49, those from White: Irish, and also Asian, Asian British or Asian backgrounds were more likely to be in higher managerial, administrative and professional occupations than people from a White: English, Welsh, Scottish, Northern Irish or British background, whilst people from Black, Black British, Black Welsh, Caribbean or African, Mixed or Multiple ethnic groups, Other ethnic groups, and also White: Gypsy or Irish Traveller, Roma or Other White backgrounds were less likely to be in such occupations¹⁷.

<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. 30 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.</p> <p>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.</p> <p>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%.</p> <p>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 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.</p> <p>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> <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).
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¹⁷ 2021 Census, ONS

- 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.

Table 6: Population aged 16 and over by gender identity, 2021¹⁸

	Gender identity the same as sex registered at birth		Gender identity different from sex registered at birth but no specific identity given		Trans woman		Trans man		Non-binary		All other gender identities	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Cheltenham	92,792	94.3	134	0.1	92	0.1	91	0.1	123	0.1	80	0.1
Cotswold	72,549	95.1	57	0.1	51	0.1	51	0.1	33	0	21	0
Forest of Dean	68,764	94.1	119	0.2	38	0.1	30	0	30	0	20	0
Gloucester	100,259	93.8	282	0.3	114	0.1	107	0.1	51	0	46	0
Stroud	94,647	94.5	115	0.1	71	0.1	60	0.1	89	0.1	41	0
Tewkesbury	73,431	94.9	69	0.1	60	0.1	42	0.1	29	0	21	0
Gloucestershire	502,440	94.4	776	0.1	423	0.1	380	0.1	355	0.1	229	0.1
England	43,002,331	93.5	113,760	0.2	45,684	0.1	46,513	0.1	28,710	0.1	17,177	0.1

Marriage & civil partnership

The Equality Act 2010 protects individuals who are in a civil partnership, or marriage, against discrimination. 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.

Current population

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 partnership¹⁹

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.
- 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.

Table 7: Marital Status of Gloucestershire residents, 2021²⁰

¹⁸ 2021 Census, ONS

¹⁹ Census 2021 www.nomisweb.co.uk

²⁰ 2021 Census, ONS

	% of population									
	Single (never married or never registered a civil partnership)	Married: Opposite sex	Married: Same sex	Married: Total	In a registered civil partnership: Opposite sex	In a registered civil partnership: Same sex	In a registered civil partnership: Total	Separated (but still legally married or still legally in a civil partnership)	Divorced or formerly in a civil partnership which is now legally dissolved	Widowed or surviving partner from a civil partnership
Cheltenham	39.5%	42.4%	0.2%	42.6%	0.1%	0.1%	0.2%	1.9%	9.6%	6.2%
Cotswold	27.9%	52.7%	0.3%	53.0%	0.1%	0.2%	0.2%	2.0%	9.8%	7.1%
Forest of Dean	31.4%	49.2%	0.3%	49.4%	0.1%	0.1%	0.2%	2.0%	9.9%	7.1%
Gloucester	38.9%	43.0%	0.2%	43.2%	0.1%	0.1%	0.2%	2.2%	9.9%	5.5%
Stroud	30.9%	49.8%	0.3%	50.1%	0.1%	0.1%	0.2%	2.1%	10.1%	6.7%
Tewkesbury	30.2%	50.9%	0.2%	51.2%	0.0%	0.1%	0.2%	1.9%	10.0%	6.7%
Gloucestershire	33.6%	47.6%	0.2%	47.8%	0.1%	0.1%	0.2%	2.0%	9.9%	6.5%
England	37.9%	44.2%	0.3%	44.5%	0.1%	0.1%	0.2%	2.2%	9.1%	6.1%

Pregnancy & maternity

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.

Current situation

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.

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.

Table 8: Live Births by age of Mother, Gloucestershire, 2021²¹

	Total number of live births	% of total births by age of mother						
		under 20	20-24	25-29	30-34	35-39	40-44	45+
Cheltenham	1,153	2.0	9.3	18.5	38.2	26.1	5.2	0.7
Cotswold	753	1.6	7.7	19.7	40.2	23.4	6.9	0.5
Forest of Dean	775	2.6	13.9	29.0	34.6	15.1	4.4	0.3
Gloucester	1,452	2.6	15.1	28.5	32.0	18.5	3.0	0.3
Stroud	1,022	1.3	8.7	23.5	41.5	19.3	5.3	0.5
Tewkesbury	983	1.3	9.0	28.1	37.6	19.1	4.5	0.3
Gloucestershire	6,138	1.9	10.9	24.7	37.0	20.3	4.7	0.4
England	595,948	2.2	11.9	26.0	34.8	20.2	4.6	0.3

Religion and/or belief

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.

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.

²¹ Live births in England and Wales down to local authority local area, ONS

- 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.

Table 9: Religion in Gloucestershire, 2021²²

	% 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

Sexual orientation

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, and education. 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. LGB people who are over 55 are more likely than heterosexual people over 55 to live alone and are more likely than heterosexual people to say that they expect to rely on health and social care providers as they get older⁶⁰. LGB people also report that health and social care providers often assume that they are heterosexual, for example, ignoring their partners or giving inappropriate advice about preventing pregnancy⁶¹; one survey of LGB people over 55 found that nearly half would be uncomfortable being out to care home staff. 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.

Current population

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.²³ 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:

²² 2021 Census, ONS

- 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.

Table 10: Gloucestershire Residents aged 16+ by Sexual Orientation, 2021²⁴

	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

²³ LGBT Foundation [LGBT Foundation - LGBT Foundation cautiously welcomes the first snapshot of LGBTQ+ identities in the Census.](#)

The information captured relates to armed forces veterans rather than current personal and was captured by the 2021 Census.

In 2021 there were there 27,418 people who had previously served in the UK armed forces resident in Gloucestershire. This equates to 5.2% of the 16+ population. This is just over 1 in 20 people aged 16 years and over in Gloucestershire. The proportion of armed forces veterans was higher in Gloucestershire than it was across England (3.8%).

All districts in Gloucestershire had a higher proportion of armed forces veterans than the national average. Cheltenham had the lowest proportion of armed forces veterans at 4.5%, while Tewkesbury had the highest proportion at 6.2% of the 16+ population.

Table 11: Gloucestershire Residents aged 16+ by UK armed forces status, 2021²⁵

	Previously served in UK regular armed forces	Previously served in UK reserve armed forces	Previously served in both regular and reserve UK armed forces	Previously served in regular or reserved UK armed forces
Cheltenham	3.4%	0.8%	0.2%	4.5%
Cotswold	4.6%	0.9%	0.3%	5.7%
Forest of Dean	4.3%	0.8%	0.2%	5.4%
Gloucester	3.8%	0.7%	0.2%	4.8%
Stroud	3.7%	0.9%	0.2%	4.8%
Tewkesbury	5.1%	0.8%	0.3%	6.2%
Gloucestershire	4.1%	0.8%	0.2%	5.2%
England	2.9%	0.7%	0.2%	3.8%

Armed Forces community

Carers

An unpaid carer may look after, give help or support to anyone who has long term physical or mental ill-health conditions, illness or problems. This information is based on self reported caring status according to the 2021 Census, this means figures will be differ from sources which look at regular carers.

In 2021, there was 51,862 people aged 5+ providing unpaid care in Gloucestershire, this is equivalent to 8.5% of the population. In comparison, a slightly higher proportion of the population in England (8.8%) said they provided unpaid care.

At district level the Forest of Dean had the highest proportion of unpaid carers (9.7%) and was the only district to exceed the county and national average. Conversely Cheltenham has the lowest proportion of unpaid carers (7.4%). The Forest of Dean also had the highest proportion of resident providing very high levels of care (50 hours a week), with 2.9% of residents providing this level of care, higher than the county (2.3%) and national average (2.6%).

Table 12: Gloucestershire Residents aged 16+ by caring status, 2021²⁶

	Percentage of population aged 5+						
	Provides no unpaid care	Provides unpaid care: total	Provides 9 hours or less unpaid care a week	Provides 10 to 19 hours unpaid care a week	Provides 20 to 34 hours unpaid care a week	Provides 35 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
Cheltenham	92.6%	7.4%	3.3%	0.9%	0.6%	0.7%	1.9%
Cotswold	91.9%	8.1%	3.6%	1.0%	0.7%	0.6%	2.2%
Forest of Dean	90.3%	9.7%	3.7%	1.3%	0.9%	0.9%	2.9%
Gloucester	91.6%	8.4%	3.1%	1.1%	0.8%	1.0%	2.4%
Stroud	91.1%	8.9%	4.1%	1.2%	0.7%	0.7%	2.2%
Tewkesbury	91.5%	8.5%	3.6%	1.1%	0.7%	0.7%	2.4%
Gloucestershire	91.5%	8.5%	3.6%	1.1%	0.7%	0.8%	2.3%
England	91.2%	8.8%	3.1%	1.2%	0.8%	1.0%	2.6%

²⁵ Ibid.

Care leavers / care experienced adults	Data is available about care leavers who received care funded by Gloucestershire County Council (who may or may not be living in Gloucestershire), but information is not available about care leavers who have moved into the county but received care from elsewhere. In addition, data is only collected about those care leavers whose 19 th , 20 th or 21 st birthday fell between 1 st April and 31 st March of the reporting year. For 2022 there were 314 people that fell into that category ²⁷ .
Digital exclusion	Very little information is collected about this group. The latest information at a local authority level was collected in 2020 and showed 32,000 people aged 16+ in Gloucestershire had not used the internet in the last 3 months or had never used it. This equates to 5.9% of the 16+ population which was lower than the regional average of 6.6% and the UK average of 7.8% ²⁸ .
Geography, for example, urban and rural areas	<p>This information is based on a classification of rural/urban areas last updated in 2011. It showed the majority of the county (87.8% of the total area) comprises Output Areas that are classified as Rural but in 2020 only 30.6% of the county's population reside in Output Areas that fall into this category. Gloucestershire's Urban Output Areas accommodate the majority (69.4%) of the county's total population. Gloucestershire has a significantly higher proportion of its population living in rural areas than the national average (18.4%) but a similar proportion to the South West (30.9%).</p> <p>At district level over 80% of Cotswold's population lives in rural areas, this makes it the 8th most rural district out of 331 district and unitary authorities across England and Wales. The Forest of Dean had the second highest proportion of residents in the county living in rural areas and ranked 28th out of 331 authorities, which put it in the top 10% of authorities across England and Wales in terms of rurality. Conversely less than 1% of Cheltenham's population and 0% of Gloucester's population live in rural areas, which puts them in the bottom 20% of authorities across England and Wales for this measure²⁹.</p>
Socio-economic disadvantage	<p>The main measure for this is the Indices of Multiple Deprivation. This shows in general, Gloucestershire is not a very deprived county, ranking 126 out of 151 (where 1 is the most deprived) county and unitary authorities, putting it in the least deprived 20% of authorities across England.</p> <p>At district level, even the most deprived districts in the county (Gloucester City, and Forest of Dean) are amongst the middle 20% of districts for deprivation out of 317 English authorities. Tewkesbury, Cotswold, and Stroud districts are in the least deprived 20% of districts nationally. Cheltenham is in the second least deprived 20% of districts nationally. However, there are</p>

²⁶ Ibid.

	<p>pockets of deprivation, 31 out of 373 small areas in Gloucestershire are amongst the 20% most deprived in England with 7.6% residents of Gloucestershire living in these areas.</p> <p>The areas amongst the most deprived 20% in England are mainly located in the urban areas of Gloucester and Cheltenham, with the exceptions of Cinderford West 1 in the Forest of Dean and Tewkesbury South 3 in Tewkesbury.</p> <p>In Gloucester almost 25% of the population (1 in 4) live in areas amongst the most deprived 20% nationally. In contrast in Cotswold and Stroud none of the population live in areas amongst the most deprived 20% nationally. Cheltenham stands out as an area with a degree of polarity, around 10% of residents live in areas amongst the most deprived 20% nationally, conversely over 40% of residents live in areas amongst the least deprived 20% nationally³⁰.</p>
<p>Vulnerable groups of society</p>	

²⁷ LAIT, DFE

²⁸ [Internet users - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

²⁹ Rural/Urban Classification 2011, ONS and Mid 2020 Population Estimates, ONS

³⁰ Indices of Deprivation, 2019 MHCLG and Mid 2020 Population Estimates, ONS

Sources:

- [Adults and older people - Adults and Older People - https://inform.gloucestershire.gov.uk/adults-and-older-people/](https://inform.gloucestershire.gov.uk/adults-and-older-people/)
 - Change4Life national programme promoting healthy lifestyle <http://www.glos-care.nhs.uk>
 - Children and young people - <https://inform.gloucestershire.gov.uk/children-and-young-people/>
 - Disability Facts and Figures, Social and Cultural Activities - <https://www.gov.uk/government/publications/disability-facts-and-figures/disability-facts-and-figures#leisure-social-and-cultural-activities>
 - Equality Act - <https://www.gov.uk/definition-of-disability-under-equality-act-2010>
 - Equality and Diversity - <https://inform.gloucestershire.gov.uk/equality-and-diversity/>
 - [Joint Health and Wellbeing Strategy - Joint Health & Wellbeing Strategy - https://www.gloucestershire.gov.uk/council-and-democracy/latest-news-from-council-and-partners/joint-health-and-wellbeing-strategy/](https://www.gloucestershire.gov.uk/council-and-democracy/latest-news-from-council-and-partners/joint-health-and-wellbeing-strategy/)
 - LGBT Framework - <https://www.london.gov.uk/sites/default/files/LGBT%20Public%20Health%20Outcomes%20Framework%20Companion%20Doc.pdf>
 - Our Communities, Our Health – Improving the health and wellbeing of vulnerable people in Gloucestershire, Annual Report of the Director of Public Health 2016-17 - https://www.gloucestershire.gov.uk/media/1518094/gcc_2040-director-of-public-health-annual-report_dev6.pdf
 - PHE – Reducing Social Isolation: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/461120/3a_Social_isolation-Full-revised.pdf
 - The Active People survey data Sport England- includes a local profiling tool to get a profile of sports participation in local areas <http://www.sportengland.org/our-work/local-work/local-government/local-sport-profile/>
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Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	GCC staff are not affected
Disability	GCC staff are not affected
Sex	GCC staff are not affected
Race	GCC staff are not affected
Gender reassignment	GCC staff are not affected
Marriage & civil partnership	GCC staff are not affected
Pregnancy & maternity	GCC staff are not affected
Religion and/or belief	GCC staff are not affected

Sexual orientation	GCC staff are not affected
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Armed Forces community	GCC staff not affected
Carers	GCC staff not affected
Care leavers / care experienced adults	GCC staff not affected
Digital exclusion	GCC staff not affected
Geography, for example, urban and rural areas	GCC staff not affected
Socio-economic disadvantage	GCC staff not affected
Vulnerable groups of society	GCC staff not affected
