

## Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

### 1. Background

Directorate	Childrens Services
Service area	Integrated Children and Families Commissioning Hub
Title of the activity being assessed i.e. the strategy, plan, policy or service	Short Breaks for Children and Young People with Disabilities
Brief outline of the proposal(s)	To retender existing direct short break provision and develop a framework for activity providers in order to provide day short break opportunities to qualifying disabled children and young people in Gloucestershire
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 200px;" type="text"/>
Decision to be taken and decision maker	Cabinet to agree the proposed re tender and the development of a pseudo dynamic purchasing framework for the provision activity based short breaks.
Person(s) responsible for completing this assessment	Adrian Wells Interim Senior Commissioner: Children and Families
Date of this assessment	22 June 2021

### 2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	Discussions have taken place and a working group developed with parent/carer representatives to co-produce the tender and framework opportunities

Workforce	
Partners	Partners engaged with the Short breaks working group
Other	

### 3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	<p>The proposed tender and framework will enable disabled children and young people to experience a range of inclusive and exclusive activities allowing them to improve health, education and relationship outcomes that would not have been possible otherwise. This will contribute to the elimination of discrimination, advance equality of opportunity and promote good relations.</p> <p>The proposed actions will support parents and carers to have a break from their caring role which will also contribute to the elimination of discrimination, advance equality of opportunity and promote good relations.</p>	<p>No identified significant impact</p>
Disability		
Sex		
Race		
Gender reassignment		
Marriage & civil partnership		
Pregnancy & maternity		
Religion and/or belief		
Sexual orientation		

#### 4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change

#### 5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Co-production with parents/carers, children and young people to ensure the Tender and Framework specifications meet need across Gloucestershire	Autumn 2021	A Wells

#### 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

The new Tender and Frameworks will contain enhanced specifications and performance measures which will be actively overseen by GCC staff in conjunction with service users.

## 7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity.

Signature of Senior Officer	
Name of Senior Officer	Wendy Williams
Date	09/07/2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies
Date	08 <sup>th</sup> July 2021

## 8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

## Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information																																																																																																																		
Age <i>percentage/profile of service user ages</i>	<p>Open cases of children and young people identified as disabled can feature in the caseloads of either the specialist Disabled Children and Young Persons Service (DCYPS), the DCYPS Early Help Service or be allocated to one of the Locality Teams if their needs have been assessed as not meeting the threshold for DCYPS. The tables below show the open allocated cases by team and those open to Early Help.</p> <table border="1"> <thead> <tr> <th>Allocated Team at Report Date</th> <th>CiN/ Open Referral</th> <th>CLA</th> <th>CP</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Cheltenham</td> <td>33</td> <td>12</td> <td>8</td> <td>53</td> </tr> <tr> <td>Children's Permanence Team (under 11s)</td> <td>*1</td> <td>11</td> <td>*</td> <td>11</td> </tr> <tr> <td>Cotswolds</td> <td>10</td> <td>*</td> <td>*</td> <td>16</td> </tr> <tr> <td><b>DCYPS</b></td> <td><b>54</b></td> <td><b>27</b></td> <td><b>8</b></td> <td><b>89</b></td> </tr> <tr> <td>Forest of Dean</td> <td>7</td> <td>*</td> <td>*</td> <td>12</td> </tr> <tr> <td>Gloucester</td> <td>42</td> <td>9</td> <td>6</td> <td>57</td> </tr> <tr> <td>Stroud</td> <td>30</td> <td>8</td> <td>*</td> <td>43</td> </tr> <tr> <td>Tewkesbury</td> <td>12</td> <td>*</td> <td>*</td> <td>19</td> </tr> <tr> <td><b>Total</b></td> <td><b>187</b></td> <td><b>76</b></td> <td><b>36</b></td> <td><b>299</b></td> </tr> </tbody> </table> <p>Early Help</p> <p>Cases can also be held in the DCYPS Early Help Service or be 'Open to Review'<sup>2</sup></p> <table border="1"> <thead> <tr> <th rowspan="3">Age</th> <th colspan="2">Open Cases</th> <th rowspan="3">Total Open</th> <th colspan="2">Open to Review</th> <th rowspan="3">Total Open to Review</th> <th colspan="3">Grand Total (Open plus Open to Review)</th> </tr> <tr> <th colspan="2">Gender</th> <th colspan="2">Gender</th> <th colspan="3">Gender</th> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>0 – 4</td> <td>*</td> <td>*</td> <td>8</td> <td>*</td> <td>*</td> <td>2</td> <td>*</td> <td>*</td> <td>10</td> </tr> <tr> <td>5 – 11</td> <td>30</td> <td>18</td> <td>48</td> <td>55</td> <td>21</td> <td>76</td> <td>85</td> <td>39</td> <td>124</td> </tr> <tr> <td>12 – 19</td> <td>43</td> <td>20</td> <td>63</td> <td>48</td> <td>29</td> <td>77</td> <td>91</td> <td>49</td> <td>140</td> </tr> <tr> <td><b>Total</b></td> <td><b>79</b></td> <td><b>40</b></td> <td><b>119</b></td> <td><b>104</b></td> <td><b>51</b></td> <td><b>155</b></td> <td><b>183</b></td> <td><b>91</b></td> <td><b>274</b></td> </tr> </tbody> </table> <p>In total therefore there are 573 cases open to Children's Social Care in one guise or another in different teams. The development of Short Breaks services will need to address these varying levels of need and locality.</p>	Allocated Team at Report Date	CiN/ Open Referral	CLA	CP	Total	Cheltenham	33	12	8	53	Children's Permanence Team (under 11s)	*1	11	*	11	Cotswolds	10	*	*	16	<b>DCYPS</b>	<b>54</b>	<b>27</b>	<b>8</b>	<b>89</b>	Forest of Dean	7	*	*	12	Gloucester	42	9	6	57	Stroud	30	8	*	43	Tewkesbury	12	*	*	19	<b>Total</b>	<b>187</b>	<b>76</b>	<b>36</b>	<b>299</b>	Age	Open Cases		Total Open	Open to Review		Total Open to Review	Grand Total (Open plus Open to Review)			Gender		Gender		Gender			Male	Female	Male	Female	Male	Female	Total	0 – 4	*	*	8	*	*	2	*	*	10	5 – 11	30	18	48	55	21	76	85	39	124	12 – 19	43	20	63	48	29	77	91	49	140	<b>Total</b>	<b>79</b>	<b>40</b>	<b>119</b>	<b>104</b>	<b>51</b>	<b>155</b>	<b>183</b>	<b>91</b>	<b>274</b>
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<sup>1</sup> \* = where the number of service users is below 5 this has been redacted to preserve confidentiality

<sup>2</sup> 'Open to Review' cases are generally stable cases where needs are understood well, do not vary greatly over the year and where the support package can be appropriately managed by the parent or carer. They are usually reviewed on an annual basis.

<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>All service users within this proposed Tender and Framework are identified as disabled.</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>Gloucestershire is characterised by a comparatively small Black and Minority Ethnic population. The 2011 Census found that 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared with a national figure of 13.4%; of this group, 40.8% were born in another European country and 22.3% were born in the Middle East or Asia. More recent estimates suggest that in 2018/19 11.2% of Gloucestershire residents were born in another country.</p> <p>With regards to ethnic origin, the 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian/Asian British, 1.5% were from a Mixed/Multiple Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, 3.1% were in an 'other White' category and 0.2% were in another ethnic group. Some 36% of the people who were not White British were born in the UK.</p> <p>The 2011 Census found that overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p>
<p>Marriage &amp; civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>No identified significant impact</p>
<p>Pregnancy &amp; maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>No identified significant impact</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>No identified significant impact</p>
<p>Sexual orientation <i>percentage/profile of service users</i></p>	<p>No identified significant impact</p>

<i>who are lesbian, gay, bisexual, heterosexual</i>	
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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	No identified significant impact
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	

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