

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	Adults
Service area	Adult Social Care – Short Term Services
Title of the proposed change being assessed i.e. the policy, service or other development	Adoption of the reviewed ASC Positive Behavioural Support Policy

Describe the purpose of the proposed change and the intended outcomes

The review of the policy will not introduce anything new within the service, but will clarify training requirements.

The policy intends to:

- Promote social inclusion
- Improve quality of life
- Support adults to achieve their full potential and avoid/reduce adverse outcomes where possible
- Maintain a safe and supportive environment for staff and adults drawing on our service

The council's PBS Trainers must meet annual reaccreditation requirements as applied by specialist external training provider, currently Positive Response Training and Consultancy Ltd (PRT). To meet this, the policy requires annual review.

Who is affected by the proposals?

Individual we support:	Yes
Wider community:	No
Workforce:	Yes
Other (please specify):	

Decision to be taken and decision maker	To approve the review of a Positive Behavioural Support Policy; to be used within Adult Social Care and by the individuals who draw on our support, their carers and support team.
Person(s) responsible for completing this assessment	Carrieann Hatherall-Cook ASC Policy Review Officer
Date of this assessment	04/08/2025

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 (Individual access our services) 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
Individual access our services / Wider Community	<p>Previous engagement included:</p> <ul style="list-style-type: none">• In-house accredited trainers have co-produced plans with the person drawing on the support of our services, their families, carers and support networks.• Data has been gathered through the PBS Service referrals• Engagement with the community development support team and how they support people from minority and ethnic backgrounds to access services.	<ul style="list-style-type: none">• 2023 equality impact assessment when the original policy was adopted

Workforce	Policy Review Officer has engaged with PBS specialists, and in-house managers.	
Partners	The policy has been developed and reviewed by Positive Response Training - the accrediting body	
Other		<p>CCinform practice guidance:</p> <ul style="list-style-type: none"> • <u>Gender and sexuality: ensuring social work meets LGBTQ+ people's needs</u> • <u>Using positive behaviour support (PBS) to work with adults with behaviours of concern</u>

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.

Individuals accessing our services

Gloucestershire County Council (GCC) Staff

<p>Protected Characteristics (Equality Act 2010)</p>	<p>The following information is taken from the 2023 equality impact assessment:</p> <p>Age: The PBS support is open to all adults who have a Learning disability, Acquired Brain injury, Autism and/ dementia., however, Gloucestershire have a higher number of working age individuals with learning disabilities.</p> <p>The PBS approach may have a positive impact on the younger age groups, by teaching new skills to replace behaviours which are challenging and supporting people to be more independent and have access to more opportunities.</p> <p>Adults may experience reduced quality of life and adverse outcomes because of restrictive responses. The policy defines examples as to how this may impact individuals and the restrictions, guidance and ethics in place to ensure best practice is being used. Restrictive responses are to be used as a last resort only.</p> <p>Disability: Disabled adults are most likely to be impacted by this policy, due to the nature of positive behavioural support.</p> <p>Individuals who have a Learning disability, Acquired Brain injury, Autism and/ dementia. are those most affected by this policy.</p>	<p>Disability: In implementing PBS strategies the council will ensure:</p> <ul style="list-style-type: none"> • PBS training is provided in accessible formats. • Physical training is not undertaken if there is a temporary medical condition – staff training will be frequent enough that an employee can pick up again once they are able to • Certain members of the workforce may not be eligible for PBS training due to risks involved. <p>Pregnancy and maternity: Training while pregnant is allowed, but is a modified version with certain techniques not taught due to potential risk of injury. After birth, we recognise every person is different and therefore will ensure flexibility where possible to the timescale provided to complete the training once returned to work. If a person is not trained, they will be unable to support particular individuals who present behaviours that challenge.</p> <p>Pregnancy & maternity does not stop a person from completing their employment responsibilities. Once the manager is aware of the employee's pregnancy, they should complete a pregnancy risk assessment, following the council's maternity policy and the maternity health and safety guidance.</p> <p>Managers will ensure equality of opportunities in the workplace regardless of pregnancy & maternity.</p>
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	<p>The PBS service and implementation will need to be mindful of the needs of those with profound disabilities and particularly individuals who are non-verbal may lack the skills to convey their needs. Visual communication cards with pictures/diagrams, or technology like iPads are used to support where communication and language could be a barrier.</p> <p>Adults covered by the protected characteristic may face more discrimination than others. The Winterbourne View government response and subsequent local authority changes will continue to support with least restrictive practices, recordings and accountability.</p> <p>To help mitigate the risk of discrimination, staff are accountable for their actions and the council encourages speaking up through its whistleblowing procedures if there is evidence of wrongdoing, or failure to comply with CQC Regulation 18</p> <p>The Council are aware that this group of individuals are likely to experience discrimination, harassment and victimisation, including in social care. The Council will continue to adopt their Equality policy to prevent this happening to Individual access our services when delivering this service.</p> <p>Sex:</p>	<p>New parent staff members will not be made to complete any tasks they do not feel safe to do so and will not be discriminated against for speaking up.</p>
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Gloucestershire has a higher number of male individuals attending the in-house support services, therefore more likely to be impacted by this policy. However, the PBS support is a service wide initiative to work with all individuals who use the service, regardless of sex.

The council is mindful that individuals who belong to this characteristic may be subjected to prejudice and discrimination due to their race.

Race and ethnicity:

The PBS support is a service wide initiative to work with all individuals who use the service, regardless of race.

Individuals will be treated without discrimination and with the same respect irrespective of nationality or ethnicity. In-house service staff all undergo mandatory equalities training as part of their role.

Nationally , more BAME people have planned intervention used on them, in particular young people. There are identified inequalities in the use of the mental health act including restraint - see here for more information on national statistics. The council's community development support team have provided evidence to reflect how BAME people can face barriers to get help. The team will be drawn upon to support if required.

<p>We recognise that language could be a barrier in training and implement. Where we can, we will look to match a support worker with similar ethnicity or provide a list of common words around the day centre to support with communication.</p> <p>Visual communication cards with pictures/diagrams, or technology like iPads are used to support where communication and language could be a barrier.</p> <p>Gender Reassignment: The PBS support is a service wide initiative to work with all individuals who use the service. The council is mindful that individuals who belong to this characteristic may be subjected to prejudice and discrimination due to gender reassignment.</p> <p>Where possible, individuals will be placed with workers of their preferred sex, as part of their person centred plan. We listen to how a person describes themselves and monitor professional responses to ensure there's no bias or discrimination.</p> <p>Individuals will be treated without discrimination and with the same respect irrespective gender reassignment. In-house service staff all undergo mandatory equalities training as part of their role. The PBS service uses least restrictive practise. This will support to ensure safety of the parent and child.</p>	
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Sexual Orientation:

The Council are aware that this group of individuals are likely to experience discrimination, harassment and victimisation, including in social care. The Council will continue to adopt their Equality policy to prevent this happening to Individual access our services when delivering this service

PBS support plan state interventions may need to be undertaken by same sex when appropriate for cultural and religious reasons.

The Council are aware that this group of individuals are likely to experience discrimination, harassment and victimisation, including in social care. The Council will continue to adopt their Equality policy to prevent this happening to Individual access our services when delivering this service.

The National LGBT survey in 2018 states:

40% experienced a negative incident including physical violence or harassment, insults, or other hurtful comments, in the previous year committed by someone they did not live with and because they were LGBT.

Additional Groups (including care leavers / care experienced adults)	<p>While carers do not fall into the protected characteristics, their support for the individuals should be recognised and considered. 21.8% of carers providing learning disability support had some worries or were extremely worried about their personal safety (Gloucestershire inform). The PBS service provides support and guidance, increasing confidence and support to carers.</p>	
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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.

Individual access our services						
Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	

Disability		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Sex		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Race		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Gender reassignment		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Pregnancy & maternity		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Religion and/or belief		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Sexual orientation		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	

Marriage & civil partnership		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Armed Forces community		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Carers		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Care leavers / care experienced adults		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Digital exclusion		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Geography, for example, urban and rural areas		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Socio-economic disadvantage		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	

Vulnerable groups of society		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

Gloucestershire County Council Staff

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Religion and/or belief		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Sexual orientation		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Marriage & civil partnership		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Armed Forces community		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
Carers		X			No significant impact identified – the minor policy changes in 2025 do not change the mitigation and protective factors of the current PBS policy.	
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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

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):	Karen Roche-Galvin and Nicolas Denning
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Part 1 – Initial arrangements (up to around six months following implementation)

Date of the post implementation review:	February 2026
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 Individual access our services / the wider community / GCC staff and other stakeholders be involved?	Review of the previous 6 months of complaints data consider any serious incident that may have occurred. For staff – identify any concerns in 1-2-1s and team meetings

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

Frequency of monitoring and review:	Annually
What mechanisms will be used? How will Individual access our services / the wider community / GCC staff and other stakeholders be involved?	Complaints data review and care planning

6. Approval

Signature of Policy Officer	Carrieann Hatherall-Cook
Name of Policy Officer	Carrieann Hatherall-Cook
Date	19/08/2025
Signature of Lead Officer	Karen R-G

Name of Lead Officer	Karen Roche-Galvin
Date	07/10/2025

Appendix 1 – Individual access our services Data and Information

Details of Individual access our services affected by the proposed activity:

Groups	Individual access our services Data and Information
Age	<p>Service User Diversity report: Older people (65 years and over) with a physical support need make up almost 60% of those supported or cared for by Adult Social Care. People with a learning disability account for just over 20% of people receiving support. 18-64 year olds with a physical support need made up 15% of those in receipt of a service. People with a mental health need formed the remaining 5% of those supported.</p> <p>Gloucestershire Population data: In 2023, the resident population of Gloucestershire was estimated at 659,276 people, of which:</p> <ul style="list-style-type: none"> • 21.9% were aged 0-19; • 56.1% were aged 20-64; • 22.1% were aged 65 and over
Disability	<p>Complaints report 2023-2024: 17% of complainants identified as having a disability</p> <p>Service User Diversity Report:</p>

	<p>The proportion of older people needing support with personal care has increased over the last five years from 66% to 80%. This is, in part, likely to be due to improved capture of information as data wasn't captured for almost 10% of people in 2019/20 but may also reflect a greater proportion of people remaining in their own home as needs increase. The second biggest area of need for older people is with memory and cognition (11%).</p> <p>Personal care also makes up the primary reason for services to two-thirds of 18-64 year olds (67%). Mental health and memory and cognition make up the next two largest categories of support for this group (13% and 7% respectively).</p> <p>For those receiving support for a mental health condition, 5% also required support with access and mobility</p> <p>Gloucestershire Population Data:</p> <p>According to the 2021 Census 16.8% of Gloucestershire residents reported a disability under the Equality Act. 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 longterm limiting health problem or disability; this was slightly lower than the figure for England of 32.0%.</p>															
Sex	<p>Complaints report 2023-2024:</p> <p>50% of complainants identified as female with the rest male or unspecified</p> <p>Service User Diversity Report:</p> <p>At the end of 2023/24, more females than males were in receipt of support from Adult Social Care (55% compared with 45%). This means that females are slightly over-represented compared to the overall female population of Gloucestershire, aged 18 years and over (52%).</p> <p>Gloucestershire Population Data:</p> <table border="1"> <thead> <tr> <th></th><th>% male</th><th>%female</th></tr> </thead> <tbody> <tr> <td>Cheltenham</td><td>49.1</td><td>50.9</td></tr> <tr> <td>Cotswold</td><td>48.1</td><td>51.9</td></tr> <tr> <td>Forest of Dean</td><td>49.0</td><td>51.0</td></tr> <tr> <td>Gloucester</td><td>49.6</td><td>50.4</td></tr> </tbody> </table>		% male	%female	Cheltenham	49.1	50.9	Cotswold	48.1	51.9	Forest of Dean	49.0	51.0	Gloucester	49.6	50.4
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Race	<p>Complaints report 2023-2024: 83% of complainants identified as White British</p> <p>Service User Diversity Report: The majority of people receiving support of care from Adult Social Care at the end of March 2024 were white (88%, white British, white Irish, white European, white other). This has remained consistent over time.</p> <p>Gloucestershire Population Data: 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. 									
Gender reassignment	<p>Service User Diversity Report: A small proportion of people disclosed that they were transgender, non-binary or preferred their own term to describe their gender identity</p> <p>Gloucestershire Population Data:</p>									



Figure 2 - Proportion of Gloucestershire residents aged 16 and over by broad gender identity, 2021⁵³

Pregnancy & maternity	<p>Gloucestershire Population Data: There were 5,839 live births in Gloucestershire in 2023. This represented a 0.1% increase on the previous year (increase of 5 live births)</p>
Religion and/or belief	<p>Service User Diversity Report: Almost 2 in 5 people stated that they were Church of England or Scotland, Christian or Christian Scientist (39%). Around 15% of people chose not to share information about their religion and beliefs, 11% of people</p>

said that they were agnostic or atheist, while 4% of people were Catholic. All other religions accounted for fewer than 1% of people supported each but covered a wide range of belief systems

Gloucestershire Population Data:

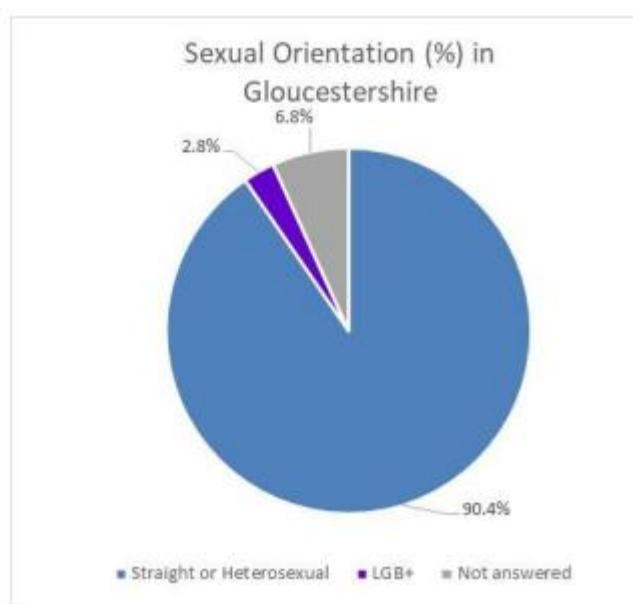
Table 24: Religion in Gloucestershire 2021⁷⁴

	% 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

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Sexual orientation

Gloucestershire Population Data:



Marriage & civil partnership

Service User Diversity Report:

A greater proportion of people receiving Adult Social Care have a marital status which makes it more likely that they live alone compared with those who are married or living with a partner. Over half of people receiving support or care at the end of March 2024 were single, divorced/dissolved civil partnership, widowed/surviving civil partner or separated (54%), with single people making up one-third of those supported (34%). 17.5% of people with a package of support or care were married/civil partnership or lived with their partner

Gloucestershire Population Data:

	<p>Proportion of Gloucestershire residents by marital status</p> <table border="1"> <thead> <tr> <th>Marital Status</th> <th>Proportion</th> </tr> </thead> <tbody> <tr> <td>Married: Opposite sex</td> <td>~35%</td> </tr> <tr> <td>Single (never married or never registered a civil partnership)</td> <td>~25%</td> </tr> <tr> <td>Divorced or formerly in a civil partnership which is now legally dissolved</td> <td>~10%</td> </tr> <tr> <td>Widowed or surviving partner from a civil partnership</td> <td>~5%</td> </tr> <tr> <td>Separated (but still legally married or still legally in a civil partnership)</td> <td>~3%</td> </tr> <tr> <td>Married: Same sex</td> <td>~1%</td> </tr> <tr> <td>In a registered civil partnership: Same sex</td> <td>~1%</td> </tr> <tr> <td>In a registered civil partnership: Opposite sex</td> <td>~1%</td> </tr> </tbody> </table> <p>Figure 4 - Proportion of eligible Gloucestershire residents by marital status, 2021⁵⁸</p>	Marital Status	Proportion	Married: Opposite sex	~35%	Single (never married or never registered a civil partnership)	~25%	Divorced or formerly in a civil partnership which is now legally dissolved	~10%	Widowed or surviving partner from a civil partnership	~5%	Separated (but still legally married or still legally in a civil partnership)	~3%	Married: Same sex	~1%	In a registered civil partnership: Same sex	~1%	In a registered civil partnership: Opposite sex	~1%
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Armed Forces community	<p>Gloucestershire Population Data:</p> <p>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%).</p>																		
Carers	<p>Service User Diversity Report:</p> <p>The majority of carers were female (70%); this has remained consistent over time. As mentioned above, we are working to reach more male carers.</p>																		

	<p>Almost 45% of carers were within age groups which form the majority of working-age people i.e. between 18-64 years. Carers aged 65- 84 years also made up around 45% of those receiving support for their caring responsibilities, while 10% of carers were aged 85 years and over and may be more likely to have more vulnerabilities of their own</p> <p>The majority of carers were white (92%, white British, white Irish, white other). This is in line with the population in Gloucestershire. All other races made up 1% or fewer of carers each, but equated to 170 people representing a wide range of backgrounds.</p> <p>At the end of 2023/24, half of carers considered themselves to have no disability (49%).</p> <p>Gloucestershire Population Data:</p> <p>In 2021, there were 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.</p>
<p>Care leavers / care experienced adults</p>	<p>Gloucestershire population data:</p> <p>1st April and 31st March of the reporting year. For 2024 there were 370 people that fell into that category</p>
<p>Digital exclusion</p>	<p>In Gloucestershire, it is estimated that between 30,000 and 40,000 (6-8%) adults in the county are effectively offline and a further 80,000 - 100,000 adults are online but are likely to be missing the full benefits of the internet</p> <p>High risk areas for digital exclusion exist in every district. Forest of Dean: Cinderford, Newnham and Blakeney. Gloucester: the centre, Westgate and Matson/Robinswood. Stroud: Stroud Town, Minchinhampton and Amberley. Tewkesbury: Shurdington and Badgeworth. Cheltenham: pockets in Hesters Way, Arle and Oakley. Cotswolds: Moreton, Stow and Cirencester Central.</p> <p>https://www.goucestershire.gov.uk/health-and-social-care/public-health/reports-publications-and-strategies/director-of-public-health-report-2022/5-digital-connections/#_edn1</p>

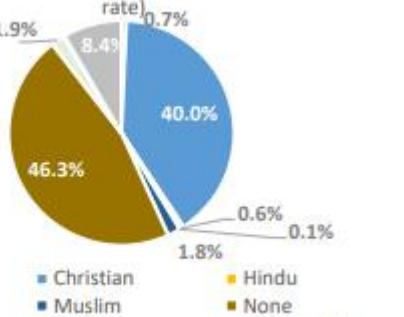
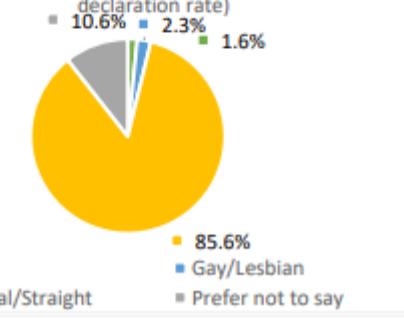
	<p>Service User Diversity Report:</p> <p>There is an under-representation of younger people (18-64) with a physical support need in Cotswolds, Stroud and Tewkesbury (33% of those supported for a physical need compared with 46% of the 18-64 years population of the County), and an overrepresentation in Gloucester (30% compared with a population representing 22% of the 18-64 year olds in the County).</p> <ul style="list-style-type: none"> - For older people, people receiving services in Cheltenham and Gloucester make up 42% of over 65's supported by Adult Social Care, compared with an over 65's population of 32% of the County in those areas. Again, Cotswolds, Stroud and Tewkesbury are each slightly under-represented (42% of service users compared with 52% of the over 65's population). - There is an under-representation of people with a mental health condition supported in the Stroud District (13% of those supported in relation to a mental health condition compared to an adult population (18+) representing 20% of the County). - 2% of people supported by Adult Social Care are outside of the County.
Socio-economic disadvantage	In terms of deprivation, 27% of the overall adult population of Gloucestershire live in more deprived areas (the five lowest deciles within the County). There is a greater representation of these adults among those receiving support from Social Care (40%). The top five least deprived deciles was under-represented by almost 15% points. Representation across the 10 deciles has remained consistent over the last five years.
Vulnerable groups of society	Information not easily available

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information												
Age	<p>GCC: Age Bracket</p> <table border="1"> <thead> <tr> <th>Age Bracket</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>16-25</td> <td>5.6%</td> </tr> <tr> <td>26-35</td> <td>24.2%</td> </tr> <tr> <td>36-45</td> <td>23.1%</td> </tr> <tr> <td>46-55</td> <td>26.9%</td> </tr> <tr> <td>56+</td> <td>20.2%</td> </tr> </tbody> </table>	Age Bracket	Percentage	16-25	5.6%	26-35	24.2%	36-45	23.1%	46-55	26.9%	56+	20.2%
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Disability	<p>GCC: Disability (based on 68.6% declaration rate)</p> <table border="1"> <thead> <tr> <th>Disability Status</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>4.8%</td> </tr> <tr> <td>Not Disabled</td> <td>78.3%</td> </tr> <tr> <td>Prefer not to say</td> <td>17.0%</td> </tr> </tbody> </table>	Disability Status	Percentage	Disabled	4.8%	Not Disabled	78.3%	Prefer not to say	17.0%				
Disability Status	Percentage												
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Not Disabled	78.3%												
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Sex	The split remains approximately 70% female and 30% male												
Race	7.5% of the council's workforce are from a Black, Asian or Minority Ethnic (DEC) background												

Gender reassignment	<p>GCC: Self Identified Gender (based on 31.4% declaration rate)</p> <table border="1"> <thead> <tr> <th>Gender Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>68.6%</td> </tr> <tr> <td>Male</td> <td>30.6%</td> </tr> <tr> <td>Non-binary</td> <td>0.7%</td> </tr> <tr> <td>In another way</td> <td>0.1%</td> </tr> </tbody> </table>	Gender Category	Percentage	Female	68.6%	Male	30.6%	Non-binary	0.7%	In another way	0.1%				
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In another way	0.1%														
Marriage & civil partnership	<p>GCC: Martial Status (based on 59.4% declaration rate)</p> <table border="1"> <thead> <tr> <th>Martial Status Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Single/Never Married</td> <td>35.3%</td> </tr> <tr> <td>Married/Civil Partnership</td> <td>48.2%</td> </tr> <tr> <td>Divorced/Dissolved Civil Partnership</td> <td>7.7%</td> </tr> <tr> <td>Separated</td> <td>5.8%</td> </tr> <tr> <td>Widowed</td> <td>0.6%</td> </tr> <tr> <td>Prefer not to say</td> <td>2.4%</td> </tr> </tbody> </table>	Martial Status Category	Percentage	Single/Never Married	35.3%	Married/Civil Partnership	48.2%	Divorced/Dissolved Civil Partnership	7.7%	Separated	5.8%	Widowed	0.6%	Prefer not to say	2.4%
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Pregnancy & maternity	<p>During the period 1st July 2023 to 30th June 2024, a total of 151 employees took maternity/adoption leave, 23 employees took paternity leave and other employees utilised family care leave (297) and foster care leave (2)</p>														

Religion and/or belief	<p>GCC: Religion (based on 41.9% declaration rate)</p>  <table border="1"> <thead> <tr> <th>Religion</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Muslim</td> <td>46.3%</td> </tr> <tr> <td>Christian</td> <td>40.0%</td> </tr> <tr> <td>None</td> <td>8.4%</td> </tr> <tr> <td>Hindu</td> <td>1.9%</td> </tr> <tr> <td>Buddhist</td> <td>1.8%</td> </tr> <tr> <td>Sikh</td> <td>0.7%</td> </tr> <tr> <td>Jewish</td> <td>0.6%</td> </tr> <tr> <td>Other</td> <td>0.1%</td> </tr> <tr> <td>Prefer not to say</td> <td>0.1%</td> </tr> </tbody> </table>	Religion	Percentage	Muslim	46.3%	Christian	40.0%	None	8.4%	Hindu	1.9%	Buddhist	1.8%	Sikh	0.7%	Jewish	0.6%	Other	0.1%	Prefer not to say	0.1%
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Sexual orientation	<p>GCC: Sexual Orientation (based on 38.2% declaration rate)</p>  <table border="1"> <thead> <tr> <th>Sexual Orientation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Heterosexual/Straight</td> <td>85.6%</td> </tr> <tr> <td>Prefer not to say</td> <td>10.6%</td> </tr> <tr> <td>Gay/Lesbian</td> <td>2.3%</td> </tr> <tr> <td>Bi-sexual</td> <td>1.6%</td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Heterosexual/Straight	85.6%	Prefer not to say	10.6%	Gay/Lesbian	2.3%	Bi-sexual	1.6%										
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Carers	Information not easily available																				
Care leavers / care experienced adults	Information not easily available																				
Digital exclusion	Information not easily available																				

Geography, for example, urban and rural areas	Information not easily available
Socio-economic disadvantage	Information not easily available
Vulnerable groups of society	Information not easily available
