

Equality Analysis Form / EqIA

By completing this form you will provide evidence of how your service is meeting Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at:

<https://inform.gloucestershire.gov.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

1. Persons responsible for this assessment:

Name(s): Stuart Pattison	Telephone:01453 754165
	E-Mail: stuart.pattison@stroud.gov.uk
Service: Housing Services	Date of Assessment: 10 Oct 2025

2. Name of the policy, service, strategy, procedure or function:

Mutual Exchange Policy

Is this new or an existing one? New Policy Framework

3. Briefly describe its aims and objectives

The policy sets out SDC's approach to mutual exchanges, the process by which tenants may move home by swapping tenancies with another social housing tenant, either within SDC's own stock or any other social housing in the UK. Our Secure tenants have a legal right to exchange and also a contractual right under the terms of their tenancy agreement. The Consumer Standards also set out regulatory expectations of register providers in dealing with mutual exchanges. The purpose of this policy is to provide clear guidance to staff and tenants on how
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those legal and contractual rights may be exercised, the decision processes involved and how tenants may exercise their further right to appeal certain decisions.

4. Are there external considerations? (Legislation / government directive, etc)

Equality Act 2010
Housing Act 1985
Social Housing Regulation Act 2023

5. Who is intended to benefit from it and in what way?

The policy will impact all tenants, setting out their right to exchange where they hold a secure tenancy and confirming who does not have the right to exchange where they hold some other form of tenancy or occupancy licence. SDC wishes to encourage and promote mutual exchanges as a good way to enable tenant mobility and make best use of its housing stock. The policy aims to make the process clear, transparent and fair. It sets out how we will work collaboratively with tenants and other landlords to provide the necessary support for our residents seeking to move via exchange. The policy will assist Council officers to ensure a high quality, consistent and robust approach to tenancy management, with clear guidance and processes to manage tenancy changes effectively.

6. What outcomes are expected?

Clear guidance and accountability for staff and tenants. Fewer appeals and complaints. Greater compliance with our legal and regulatory obligations, including completion of transactions within statutory timescales.

7. What evidence has been used for this assessment?: (eg Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

Research across the sector, review of peer landlord policy documents published online and via Housemark.
Previous EIAs

8. Has any consultation been carried out? See list of possible consultees

Consultation has been carried out with staff, councillors and involved tenants.

Tenants are involved in the reviewing of all SDC policies in line with the consumer standards and are encouraged to ensure their voice is heard and therefore able to shape future services. 30 involved tenants gave feedback on this policy which was taken into consideration in the final drafting of the document.

Operational staff and managers have contributed to the development of this policy in line with good practice, legal requirements and regulatory standards.

9. Could a particular group be affected differently in either a negative or positive way?

(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure)

Protected Group	Type of impact, reason and any evidence (from Q7 & 8)
Age	The policy can be provided in a variety of format should the need arise , such as braille, large print or as a talking document
Disability	The policy can be provided in a variety of format should the need arise, such as braille, large print or as a talking document
Gender Re-assignment	There is no evidence that the framework will have an impact on any specific gender reassignment.
Pregnancy & Maternity	Positive: The policy sets out specific considerations for expectant parents and makes clear eligibility for family accommodation in terms of housing needs.
Race	There is no evidence that the framework will have an impact on any specific race.
Religion – Belief	There is no evidence that the framework will have an impact on any specific religion, or belief.
Sex	There is no evidence that the framework will have an impact on any specific sex (gender)
Sexual Orientation	There is no evidence that the framework will have an impact on any specific sexual orientation
Marriage & Civil Partnerships (part (a) of duty only)	There is no evidence that the framework will have an impact on any specific marriage or civil partnership.
Rural considerations: le Access to services; transport; education; employment; broadband;	Positive: The policy sets out arrangements for all communities, including those in rural areas, to access services enabling greater choice and mobility.

**10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?
Please transfer any actions to your Service Action plan on Excelsis.**

Action(s):	Lead officer	Resource	Timescale
None Identified			

Declaration

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment

Completed by: Michelle Elliott	Date: 10 Oct 2025
Role: Tenant Relationship Manager	
Countersigned by Strategic Head of Housing	Date: 10 Oct 2025
	

Date for Review: Please forward an electronic copy to policy@stroud.gov.uk