

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): Jill Fallows	Telephone: 01453 766321
	E-Mail: jill.fallows@stroud.gov.uk
Service: Property Services	Date of Assessment: 26/03/2025

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

Property Services – Littlecombe Business Park, Dursley Off- Market Disposal to Gloucestershire NHS Integrated Care Board

Is this new or an existing one? New

3. Briefly describe its aims and objectives

The aim is to provide the ICB with sufficient certainty that the council will dispose of a plot of employment land to it, to allow the ICB to engage architects etc and seek planning permission to provide crash pads and homes for people with Learning Disabilities and Autism

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

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

People who may currently be in hospital who have learning disabilities and autism (LDA) could be discharged to live in the community
Future hospital admissions may be prevented, through providing crash pads for people with LDA, also giving respite to families and carers

6. What outcomes are expected?

It is expected that the new build accommodation will provide:

- 2 no. emergency crash pad units,
- 4 no. independent living units and
- 1 no. ancillary staff block.

This may be subject to change subject to clinicians' final input

Reduced hospital admissions and supported living for people with LDA

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

Information provided by Gloucestershire NHS ICB

Parliamentary paper on the Mental Health Act reform – impacts on autistic people and people with a learning disability published May 2024

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

Internal with Senior Leadership Team

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	Positive – People under 18 and over 18 can be detained in hospital but this will depend on needs the accommodation
Disability	Positive - accommodation will be being provided in the community for people with learning disabilities, preventing hospital admissions
Gender Re-assignment	Not sure – no data available to assess this, no impact anticipated

Pregnancy & Maternity	Not sure – this will depend on who benefits from the accommodation
Race	Not sure – no data available to assess this, no impact anticipated
Religion – Belief	Neutral
Sex	Positive - As of March 2024 of people (with a learning disability or autism) aged under 18 in hospital: 73% were more likely to be female, 71% of those aged over 18 were more likely to be male.(source: Parliamentary Paper on the Mental Health Act reform Post 722)
Sexual Orientation	Not sure – no data available to assess this, no impact anticipated
Marriage & Civil Partnerships (part (a) of duty only)	Neutral
Rural considerations: le Access to services; transport; education; employment; broadband;	Neutral

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

Declaration

I/ 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: Jill Fallows	Date: 26th March 2025
Role: Property Manager	
Countersigned by Head of Service/Director: Alison Fisk	Date: 26th March 2025

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