

Equality Analysis Form

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.

Stroud District Equality data can be found at:

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

1. Persons responsible for this assessment:

Name(s): Eka Nowakowska, Equality Working Group	Telephone:
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Service: Policy and Governance	Date of Assessment: January - March 2021 Updated September 2021 following consultation.

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

Draft Equality, Diversity and Inclusion Policy and Equality Objectives 2021/25

Is this new or an existing one? **Existing** - Revision of Equality and Diversity Policy 2018

3. Briefly describe its aims and objectives

The Draft Equality, Diversity and Inclusion (EDI) Policy sets out the Council's commitment to achieving the main aims of the Equality Act 2010 and to demonstrate how the Council, when carrying out its functions, will have due regard to the public sector equality duty.

The Council's EDI Policy was last updated in 2018 and to be compliant with the Public Sector Equality Duty, the new EDI Policy will incorporate within it, the requirements to publish Equality Objectives which address the three aims of the Equality Duty.

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

Publication of the Equality, Diversity and Inclusion Policy and the Equality Objectives will ensure

the Council is compliant with the requirements of the Equality Act 2010 and the public sector equality duty provided by section 149 of that Act.

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

The Policy covers all nine protected characteristics; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. All people, living, working or visiting the Stroud district are intended to benefit from this Policy and the actions we will take to meet our 4-year objectives.

6. What outcomes are expected?

The Policy is the Council's key strategic document driving equality, diversity and inclusion priorities across Stroud District.

- Providing fair and inclusive services and employment opportunities for everyone in Stroud District
- Developing and embedding our Equality Objectives
- Having 'due regard' to each of the nine protected characteristics and promoting and embedding them in everything that we do
- Eliminating unlawful discrimination; advancing equality of opportunity and fostering good relations between individuals and community groups
- Promoting and celebrating diversity

The specific outcomes are set out in the Equality Action Plan and progress will be reported to Full Council annually.

7. What evidence has been used for this assessment? (eg Research, previous consultations, Inform (MAIDEN);

- National and local research/ statistics <https://inform.gloucestershire.gov.uk/equality-and-diversity/>
- National guidance on the Equality Act 2010 & associated Public Sector Equality Duty
- Equality & Human Rights Commission research and website
- Equality Working Group
- Staff forums and community groups
- Annual Residents and Business Budget Survey
- Key service area: Housing; Youth Council; Customer Services; Community Services; Health and Wellbeing
- Workforce profile monitoring

8. Has any consultation been carried out?

Yes

The Draft Equality, Diversity & Inclusion Policy and Equality Objectives have been developed in consultation with the Equality Working Group and Group Leaders have also been consulted. Neither the Equality Act 2010 nor the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require the Council to consult on the equality objectives before they are published.

However, acknowledging and embracing feedback prior to final approval is an important aspect of getting equality and diversity actions to be effective. Public consultation on the draft policy and objectives will be undertaken after the May 2021 Elections to ensure the opinions of our communities and residents are taken into account.

Improving consultation and engagement with our diverse communities is one of our 4-year objectives: **‘Listen and learn from our communities and use this to deliver services that work well for everyone’**.

The public consultation was opened on the 7 July 2021 and available on the council’s website for 8 weeks closing on 1 September. The consultation was launched with a Council press release and promoted on social media. The consultation was promoted widely to voluntary and community organisations and Appendix A lists over 100 organisations who were invited to directly respond to the consultation. Following the public consultation, the final Equality, Diversity and Inclusion Policy and Equality Objectives 2021-25 will return to Council for approval.

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	Our approach to progressing equality and inclusion is one which includes everyone, regardless of background or characteristics.
Disability	
Gender Re-assignment	
Pregnancy & Maternity	
Race	
Religion – Belief	
Sex	
Sexual Orientation	
Marriage & Civil Partnerships (part (a) of duty only)	
Rural considerations: le Access to services; transport; education; employment; broadband;	By achieving the objectives set out in this Policy the Council will achieve positive outcomes for individuals and communities in service design, delivery and employment. Therefore, a wide range of people will benefit from the positive outcomes achieved through this Policy with the main beneficiaries being the residents of Stroud District, Council employees and partners across other organisations. In light of the Black Lives Matter movement, the Council has committed to a number of actions specific to combating racial discrimination, but where relevant these actions will be expanded to apply to all strands. Our revised Policy states: <i>Section 1</i> of the Equality Act, the Socio-economic duty, requires public bodies to adopt transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class (the additional characteristics not explicitly covered by the Public Sector Equality Duty). Although implemented in Scotland, the UK Government has not commenced the duty in England – so local authorities are not bound by it. However, the Council believes the socio-economic duty offers a useful tool for public authorities to actively consider the way in which policies and strategic

	decisions can address inequalities, within the wider Public Sector Equality Duty requirements. This piece of work has been included in the year one action plan.
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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?

No negative impact 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: Eka Nowakowska	Date: 4 March 2021
Role: Policy & Governance Officer	
Countersigned by Head of Service/Director: 	Date: 5 March 2021

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