

Equality Analysis Form

By completing this form you will provide evidence of how your service is helping to meet 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): Tom Ridley	Telephone: 01453 754305
	E-Mail: tom.ridley@stroud.gov.uk
Service: Planning Strategy	Date of Assessment: September 2021

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

Pre-Submission Stroud District Local Plan

Is this new or an existing one? **New**

3. Briefly describe its aims and objectives

The Local Plan, when adopted, will set out how much development will take place in the District up to 2041 and where it will be located. It will also include policies which will be used to assess future planning applications. The Plan's main objectives are:
--

Homes and communities: Strategic Objective SO1:

Accessible communities Maintaining and improving accessibility to services and amenities, with:

- Affordable and quality housing for local needs
- Healthcare for all residents
- Active social, leisure and recreation opportunities
- Youth and adult learning opportunities

Strategic Objective SO1a:

Healthy, inclusive and safe communities Developing communities that enable healthy lifestyles; promote social interaction; support the elderly, the young and the vulnerable; ensure public safety and reduce the fear of crime.

Economy and infrastructure: Strategic Objective SO2:

Local economy and jobs Providing for a strong, diverse, vibrant local economy that supports existing businesses and encourages new enterprise – enabling balanced economic growth, coupled with enhancing skills and job opportunities across the District.

Strategic Objective SO3:

Town centres and rural hinterlands Improving the safety, vitality and viability of our town centres, which link to and support the needs of their rural hinterlands.

Strategic Objective SO4:

Transport and travel Promoting healthier alternatives to the use of the private car and seeking to reduce CO2 emissions by using new technologies, active travel and/or smarter choices, working towards a more integrated transport system to improve access to local goods and services.

Strategic Objective SO5:

Climate Change and environmental limits Promoting a development strategy that reduces our District's carbon footprint, adapts to climate change and respects our environmental limits by:

- Securing zero carbon development through building design
- Maximising the re-use of buildings and recycling of building materials
- Minimising the amount of waste produced and seeking to recover energy
- Promoting the use of appropriately located brownfield land
- Supporting a pattern of development that prioritises the use of sustainable modes of transport
- Maintaining and enhancing the green infrastructure network
- Minimising and mitigating against future flood risks, recycling water resources and protecting and enhancing the quality of our District's surface and groundwater resources

Strategic Objective SO6:

Our District's distinctive qualities Conserving and enhancing Stroud District's distinctive qualities,

based on landscape, heritage, townscape and biodiversity.

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

[Section 19\(1B\) - \(1E\) of the Planning and Compulsory Purchase Act 2004](#) sets out that each local planning authority must identify their strategic priorities and have policies to address these in their development plan documents (taken as a whole).

The development plan for an area is made up of the combination of strategic policies (which address the priorities for an area) and non-strategic policies (which deal with more detailed matters). [Paragraphs 17 to 19 of the National Planning Policy Framework](#) describe the plan-making framework which allows flexibility in the way policies for the development and use of land are produced.

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

The Local Plan aims to manage the pattern of development in the District until 2040 including supporting the delivery of development to meet needs arising from the whole population during the plan period. The plan is therefore intended to benefit all residents, businesses and other individuals and organisations that may have an interest in the use of or development of land within the District.

6. What outcomes are expected?

Within the Plan period up to 2040:

Sustainable development, including the co-ordinated delivery of jobs and homes, well designed development, integrated with neighbourhoods, protecting or enhancing a sense of place.

Specifically:

Development of at least 10,340 dwellings at strategic growth locations and within settlement boundaries

Development of 62.4 – 71.8 hectares of employment land

Physical and community infrastructure necessary to support this development

Protection, conservation and/or enhancement of the built and natural environment through the operation of development management policies

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

The Local Plan is underpinned by a wealth of national, county and local statistical information and technical studies. These are referred to in the Local Plan and set out on the Council's website: <https://www.stroud.gov.uk/environment/planning-and-building-control/planning-strategy/stroud-district-local-plan-review>

The results of five stages of public consultation, together with numerous meetings with stakeholders have informed the Local Plan. More information on these stages,

together with consultation reports, can be found on the Council's website (see above). A Sustainability Appraisal has been carried out, on an iterative basis, throughout the plan making process. The SA process included an initial scoping stage, which involved developing a baseline for the District, from background statistical and technical evidence.

The objectives, strategy and policies within the Local Plan have been subject to sustainability assessment, with the results at each stage informing the next iteration of the Plan. In particular, the emerging Plan has been assessed against the following equality and diversity related objective:

- Encourage social inclusion, equity, the promotion of equality and a respect for diversity
- Overall, the draft Local Plan has been assessed by the draft SA report against community and well-being sustainability objectives.

The overall appraisal of the Plan as a whole is that:

The strategy will mean that high quality new developments come forward and existing residents also experience the benefits of growth (e.g. as a result of improved access to community infrastructure); and hence the plan will result in a situation 'better than the baseline'.

The approach is feasible and would likely result in greater benefits, potentially leading to particular community and wellbeing needs being addressed / particular opportunities being realised. The approach to core and delivery policies is appropriate and will go some way to ensuring that the needs of communities and particular groups within the population are recognised and addressed.

8. Has any consultation been carried out?

Yes

Issues and options	Autumn 2017
Emerging strategy	Autumn 2018
Final draft plan	Autumn 2019
Additional housing options	Autumn 2020
Pre-Submission	Spring 2021

If NO please outline any planned activities

N/A

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	<p>The Local Plan has taken into account age and impacts on different age groups. While the whole Local Plan has been prepared with regard to no negative impacts on age, there are certain areas which will have a positive impact.</p> <p>The Local Plan key objectives in regard to age are set in Chapter 2 and include:</p> <p>Strategic Objective SO1: Accessible communities Maintaining and improving accessibility to services and amenities, with:</p> <ul style="list-style-type: none"> - Affordable and quality housing for local needs - Healthcare for all residents Active social, leisure and recreation Opportunities - Youth and adult learning opportunities <p>Strategic Objective SO1a: Healthy, inclusive and safe communities Developing communities that enable healthy lifestyles; promote social interaction; support the elderly, the young and the vulnerable; ensure public safety and reduce the fear of crime.</p> <p>The following specific policies are intended to have a positive impact in terms of seeking to address some of the key issues identified relating to age:</p> <p>Core Policy 7:</p> <p>Communities will only be sustainable where they are fully inclusive and deliver the necessary standards of services and facilities. Development proposals should contribute towards meeting the needs of all sections of the community and help to encourage social cohesion.</p> <p>The Council recognises that household size and associated needs vary across social and ethnic groups. The Council recognises that addressing the needs of young people includes those in the care of the County Council due to their vulnerability. Some of the issues in planning for changes in the demography of the District are set out in the evidence base accompanying the Local Plan.</p> <p>Core Policy CP7 will apply to all major housing developments of 10 dwellings or more (or an outline application for residential development on a site of 0.5 hectares or larger) and the development of community facilities, including development for health (such as preventative social care and community support services), education, play and leisure or culture together with libraries, village/community halls, religious buildings and burial sites.</p> <p>The Council will expect major development to provide or contribute to a Community Development Officer, to help communities to establish and improve the quality of life in their local area. They often act as a link between communities and a range of other local authority and voluntary sector providers. They can work with individuals, families and whole</p>

communities to empower them to identify their assets, needs, opportunities, rights and responsibilities; to plan what they want to achieve and take appropriate action; and to develop activities and services to generate aspiration and confidence. This Policy will have a positive impact on all age groups.

Core Policy DCP2: Supporting older people and people with mobility Issues:

Stroud District has an ageing population; the number of people aged 65 and over is estimated to increase by 12,227 over the Plan period. As the population ages, the occurrence of long-term health conditions is likely to increase, creating complex geographies of need and demand on various services. The prevalence of specific conditions, including physical disabilities, sensory impairments and dementia can trigger the need for specific types of housing. Poor and unsuitable housing is estimated to cost the NHS at least £600 million per year.

Gloucestershire County Council is moving away from the commissioning of traditional residential and nursing homes towards increasing the use of housing with care. Working closely with the District Council, the aim is to provide a range of accommodation for people to help them remain independent and lead fulfilling lives.

Housing with care will not be suitable for everyone; a range of housing options are required. Homeshare, Co-housing and Shared Lives are gaining traction in Gloucestershire, all of which provide a viable, affordable housing solution to support people to maintain independence. Sheltered housing (or Independent Living) and general needs provision delivered by community housing trusts or through self build or cohousing projects provide further opportunities to meet needs and reduce demand on health and social care services. Providing for more two bedroom dwellings and bungalows as part of the on-site market mix in major developments can also assist in improving housing options for older people.

By aligning commissioning models of care with new housing developments where homes are built to accessible building regulation standards, housing and care solutions for older, frail or disabled households can be delivered as part of mainstream housing.

In order to allow older people and those people with mobility problems, to live at home for as long as possible, changes have been made to building regulations providing for optional standards relating to adaptable and accessible homes. Based on the projected household growth and the changing demographics of the area, the Local Housing Needs Assessment (LHNA) has established the future need for adapted housing. The evidence supports the need for 67% of all housing to meet M4(2) Category 2 requirements and 8% of all housing to meet M4(3) Category 3 requirements (adaptable for market, adapted for affordable housing). The evidence also supports the need for a target of at least 25% or more of specialist housing for older people to meet M4(3) Category 3 requirements; and all specialist housing for older people should meet M4(2) Category 2 requirements.

These requirements should be designed into the development at the planning application stage but will be implemented through building regulations. This Policy will have a positive impact on older people with age specific or disability related needs.

Delivery Policy EI5**Farm and forestry enterprise diversification:**

The choice to diversify does not necessarily mean that farm business stops operating in the traditional way. Any new activity will provide additional income and potentially create more employment opportunities. This in turn will help sustain rural communities and the succession of younger people in rural enterprises.

Delivery Policy DHC5**Wellbeing and healthy communities:**

Gloucestershire is generally a healthy county, but not everyone experiences good health and wellbeing and this is influenced by a wide range of factors, including our environment. Gloucestershire Joint Health and Wellbeing Strategy supports the Vision 2050 ambition of Gloucestershire as a place where everyone can live well, be healthy and thrive and sets priorities for tackling health inequalities and addressing the wider determinants of health and wellbeing in our local communities including physical activity, mental wellbeing, social isolation and loneliness and healthy lifestyles.

Active Gloucestershire identifies one in five people in Gloucestershire is inactive and a third don't move enough to benefit their health. You are more likely to be inactive if you are older, on a low income or are disabled. This puts you at greater risk of high blood pressure, heart disease, type two diabetes, depression and some cancers.

Health Impact Assessment (HIA) provides the framework to support the creation of healthy communities and embed opportunities for healthy lifestyles, physical activity and social interaction, accessible to all, in the design of new development.

The co-location of health facilities with other community services and facilities, including the provision of accessible and Changing Places toilets at key strategic community locations, will be supported to help tackle identified health inequalities and promote wider accessibility within the local community. The layout and design of new developments can also help to support healthy lifestyles through increasing space for growing food, facilitating multi-functional space and promoting social 'hubs' and community interaction.

This Policy will have a positive impact on all ages by promoting health benefits and access to service from young children through to older people.

Delivery Policy DHC6**Protection of existing open spaces and built and indoor sports facilities:**

The current network of open spaces and recreation facilities within Stroud's towns and villages makes a significant contribution to their character and attractiveness. Open space takes many forms including parks, village greens, play areas, sports pitches, allotments, undeveloped parcels of land, semi-natural areas and substantial private gardens. Many provide important recreational and sporting facilities and whatever their size, function and accessibility they all contribute to local amenity and

	<p>biodiversity. Built facilities, from local sports clubs and community centres to major leisure centres, also provide a focus for the wider social health and wellbeing of communities. It is important to prevent the loss of open space and built facilities where this would harm their important recreation functions or the character of a settlement or the visual or biodiversity quality of the locality. These benefits will have a positive impact on residents of all ages.</p> <p>Delivery Policy DHC7 Provision of new open space and built and indoor sports facilities:</p> <p>New residential development shall be accompanied with additional accessible recreational and natural green space, and built and indoor sports facilities, proportionate to the scale of development. More people across more age groups than ever before are participating in both organised and informal recreation activities and there is an increasing awareness of the importance recreation facilities play in the life of the community.</p> <p>Core Policy CP11: New employment development:</p> <p>The Council promotes and supports job growth in the District not only through provision of opportunities in the traditional employment land use categories of business use, general industrial use and storage/distribution use and “Sui Generis” industrial uses, but also in tourism, retailing, health care, education and leisure facilities. These are significant employment generators and are important to the functioning of the District’s economy but also contribute to providing much needed facilities for all age groups.</p> <p>Core Policy CP12: Town centres and retailing</p> <p>This core policy seeks to protect and bolster the role that our town centres play in providing jobs and contributing to a strong local economy.</p> <p>A countywide hierarchy of retail centres was first established through the adopted Gloucestershire Structure Plan (1991). For this Local Plan, the hierarchy has been examined and a revised hierarchy established to serve the needs of retail and town centre development in Stroud District. The Stroud Town Centres and Retailing Study 2010, as amended by the Retail Study Update 2013 and Retail/ Town Centre Planning Policy Advice 2021, identifies and assesses the higher levels of this hierarchy and this is reflected in Core Policy CP12. The hierarchy reflects the scale, nature and role of the centres and their importance within the retail and leisure offer in the District and will strengthen the much needed offer to all age groups.</p> <p>Overall there are no Strategic Objectives or Policies which will have a negative impact on any identified age group. The Above Policies identify those which will have a positive impact on age.</p>
<p>Disability</p>	<p>The Local Plan has taken into account disabilities and its impacts on different groups through the Sustainability Appraisal and the Strategic Objectives and Policies. While the whole Local Plan has been prepared with regard to no negative impacts on disability, there are certain areas which will have a positive impact.</p> <p>The Local Plan Strategic Objectives in regard to disability are set in Chapter 2 and include:</p>

Strategic Objective SO1: Accessible communities

Maintaining and improving accessibility to services and amenities, with:

- Affordable and quality housing for local needs
- Healthcare for all residents Active social, leisure and recreation Opportunities
- Youth and adult learning opportunities

Strategic Objective SO1a: Healthy, inclusive and safe communities

Developing communities that enable healthy lifestyles; promote social interaction; support the elderly, the young and the vulnerable; ensure public safety and reduce the fear of crime.

The following specific policies are intended to have a positive impact, in terms of seeking to address some of the key issues identified relating to disability:

Core Policy DCP2: Supporting older people and people with mobility Issues:

Stroud District has an ageing population; the number of people aged 65 and over is estimated to increase by 12,227 over the Plan period. As the population ages, the occurrence of long-term health conditions is likely to increase, creating complex geographies of need and demand on various services. The prevalence of specific conditions, including physical disabilities, sensory impairments and dementia can trigger the need for specific types of housing. Poor and unsuitable housing is estimated to cost the NHS at least £600 million per year.

Gloucestershire County Council is moving away from the commissioning of traditional residential and nursing homes towards increasing the use of housing with care. Working closely with the District Council, the aim is to provide a range of accommodation for people to help them remain independent and lead fulfilling lives.

Housing with care will not be suitable for everyone; a range of housing options are required. Homeshare, Co-housing and Shared Lives are gaining traction in Gloucestershire, all of which provide a viable, affordable housing solution to support people to maintain independence. Sheltered housing (or Independent Living) and general needs provision delivered by community housing trusts or through self build or cohousing projects provide further opportunities to meet needs and reduce demand on health and social care services. Providing for more two bedroom dwellings and bungalows as part of the on-site market mix in major developments can also assist in improving housing options for older people.

By aligning commissioning models of care with new housing developments where homes are built to accessible building regulation standards, housing and care solutions for older, frail or disabled households can be delivered as part of mainstream housing.

In order to allow older people and those people with mobility problems, to live at home for as long as possible, changes have been made to building regulations providing for optional standards relating to adaptable

	<p>and accessible homes. Based on the projected household growth and the changing demographics of the area, the Local Housing Needs Assessment (LHNA) has established the future need for adapted housing. The evidence supports the need for 67% of all housing to meet M4(2) Category 2 requirements and 8% of all housing to meet M4(3) Category 3 requirements (adaptable for market, adapted for affordable housing). The evidence also supports the need for a target of at least 25% or more of specialist housing for older people to meet M4(3) Category 3 requirements; and all specialist housing for older people should meet M4(2) Category 2 requirements.</p> <p>These requirements should be designed into the development at the planning application stage but will be implemented through building regulations.</p> <p>Delivery Policy DHC5 Wellbeing and healthy communities:</p> <p>Gloucestershire is generally a healthy county, but not everyone experiences good health and wellbeing and this is influenced by a wide range of factors, including our environment. Gloucestershire Joint Health and Wellbeing Strategy supports the Vision 2050 ambition of Gloucestershire as a place where everyone can live well, be healthy and thrive and sets priorities for tackling health inequalities and addressing the wider determinants of health and wellbeing in our local communities including physical activity, mental wellbeing, social isolation and loneliness and healthy lifestyles.</p> <p>Active Gloucestershire identifies one in five people in Gloucestershire is inactive and a third don't move enough to benefit their health. You are more likely to be inactive if you are older, on a low income or are disabled. This puts you at greater risk of high blood pressure, heart disease, type two diabetes, depression and some cancers.</p> <p>Health Impact Assessment (HIA) provides the framework to support the creation of healthy communities and embed opportunities for healthy lifestyles, physical activity and social interaction, accessible to all, in the design of new development.</p> <p>The co-location of health facilities with other community services and facilities, including the provision of accessible and Changing Places toilets at key strategic community locations, will be supported to help tackle identified health inequalities and promote wider accessibility within the local community. The layout and design of new developments can also help to support healthy lifestyles through increasing space for growing food, facilitating multi-functional space and promoting social 'hubs' and community interaction.</p> <p>Overall there are no Strategic Objectives or Policies which will have a negative impact on any disability or group. The Above Policies identify those which will have a positive impact on disability.</p>
Gender Re-assignment	<p>The Local Plan is expected to have a neutral impact upon gender reassignment groups. No specific impacts have been identified either through plan preparation process or through equality analysis.</p>

<p>Pregnancy & Maternity</p>	<p>The Local Plan is expected to have a positive impact on groups subject to pregnancy and maternity. The main issues are access to primary health and social care and the strategy, allocations and delivery policies set out in the first section above are expected to achieve positive results in terms of access to these services.</p>
<p>Race</p>	<p>94.9% of the Stroud population identified themselves as White British in 2017. This is significantly higher than the England average of 79.8%.</p> <p>The following specific policies are intended to have a positive impact, in terms of addressing issues which may be related to race:</p> <p>Core Policy 7:</p> <p>Communities will only be sustainable where they are fully inclusive and deliver the necessary standards of services and facilities. Development proposals should contribute towards meeting the needs of all sections of the community and help to encourage social cohesion.</p> <p>The Council recognises that household size and associated needs vary across social and ethnic groups. The Council recognises that addressing the needs of young people includes those in the care of the County Council due to their vulnerability. Some of the issues in planning for changes in the demography of the District are set out in the evidence base accompanying the Local Plan.</p> <p>Core Policy CP7 will apply to all major housing developments of 10 dwellings or more (or an outline application for residential development on a site of 0.5 hectares or larger) and the development of community facilities, including development for health (such as preventative social care and community support services), education, play and leisure or culture together with libraries, village/community halls, religious buildings and burial sites.</p> <p>The Council will expect major development to provide or contribute to a Community Development Officer, to help communities to establish and improve the quality of life in their local area. They often act as a link between communities and a range of other local authority and voluntary sector providers. They can work with individuals, families and whole communities to empower them to identify their assets, needs, opportunities, rights and responsibilities; to plan what they want to achieve and take appropriate action; and to develop activities and services to generate aspiration and confidence.</p> <p>The needs of Gypsies and Travellers Core Policy CP10:</p> <p>Gypsies and Travellers have lived in Britain for at least 500 years and probably longer. Many Gypsies and Travellers continue to pursue an active itinerant lifestyle and are generally self-employed people. However, increasingly communities are becoming more settled. Travelling Showpeople are business people who have traditionally been involved in holding fairs and circuses for many hundreds of years.</p> <p>The Housing Act 2004 requires local authorities to take account of the needs of travelling people and to create strategies to meet those needs. National policy requires local planning authorities to identify and if necessary allocate sufficient sites to meet the needs of these groups within their local plans.</p>

	<p>An updated Gypsy, Traveller and Travelling Showpeople Accommodation Needs Assessment for Gloucestershire was published in 2017 to reflect new national definitions. There is a need for up to 7 additional pitches and 8 to 12 plots to meet the identified needs of Gypsies & Travellers and Travelling Showpeople, respectively, to 2031. Planning permissions have been granted for 16 pitches which will meet Gypsy and Traveller quantitative needs during the plan period but further provision for Travelling Showpeople is required. A new assessment is expected to be published in 2021.</p> <p>A large proportion of future need arises from the growth of existing families resident within the District. The proposed approach towards meeting remaining needs not satisfied by existing permissions is to seek to meet needs where they arise. A sequential approach towards future provision will provide for the intensification and then extension of existing suitable sites before new sites are sought. Criteria are identified to guide development to appropriate locations if new sites are required.</p> <p>The District Council will work actively with communities, the County Council and neighbouring authorities to assess and address community needs, any cross boundary requirements and matters of community cohesion.</p> <p>The Local Plan is expected to have a positive impact on Race.</p>
<p>Religion – Belief</p>	<p>The Local Plan sets out the Key Issues for the Local Plan to address in its Core Policies, religion and religious buildings are dealt with in the following Policies:</p> <p>Core Policy CP7: Inclusive communities</p> <p>Communities will only be sustainable where they are fully inclusive and deliver the necessary standards of services and facilities. Development proposals should contribute towards meeting the needs of all sections of the community and help to encourage social cohesion.</p> <p>The Council recognises that household size and associated needs vary across social and ethnic groups. The Council recognises that addressing the needs of young people includes those in the care of the County Council due to their vulnerability. Some of the issues in planning for changes in the demography of the District are set out in the evidence base accompanying the Local Plan.</p> <p>Core Policy CP7 will apply to all major housing developments of 10 dwellings or more (or an outline application for residential development on a site of 0.5 hectares or larger) and the development of community facilities, including development for health (such as preventative social care and community support services), education, play and leisure or culture together with libraries, village/community halls, religious buildings and burial sites.</p> <p>The Council will expect major development to provide or contribute to a Community Development Officer, to help communities to establish and improve the quality of life in their local area. They often act as a link between communities and a range of other local authority and voluntary sector providers. They can work with individuals, families and whole communities to empower them to identify their assets, needs, opportunities, rights and responsibilities; to plan what they want to achieve and take appropriate action; and to develop activities and services</p>

	<p>to generate aspiration and confidence.</p> <p>In implementing this policy, the Council will consider viability and deliverability aspects in accordance with national advice.</p> <p>The Local Plan will have a positive effect on Religion.</p>
Sex	The Local Plan is expected to have a neutral impact upon male and female groups. No specific impacts have been identified either through plan preparation process or through equality analysis.
Sexual Orientation	The Local Plan is expected to have a neutral impact upon sexual orientation groups. No specific impacts have been identified either through plan preparation process or through equality analysis.
Marriage & Civil Partnerships (part (a) of duty only)	The Local Plan is expected to have a neutral impact upon Marriage & Civil Partnerships. No specific impacts have been identified either through plan preparation process or through equality analysis.

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/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: Tom Ridley	Date: September 2021
Role: Interim Planning Strategy Manager	

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