

# 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.*

## 1. Persons responsible for this assessment:

<b>Name(s):</b> Lynne Mansell	<b>Telephone:</b> 01453 754173
	<b>E-Mail:</b> <a href="mailto:lynne.mansell@stroud.gov.uk">lynne.mansell@stroud.gov.uk</a>
<b>Service:</b> Tenant Services	<b>Date of Assessment:</b> 01/10/2021

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

Volunteering Policy

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

## 3. Briefly describe its aims and objectives

The main aims are:

- Introduce a policy for clear guidance
- Provide a good structure to work within
- To ensure requirements of the equality duties are met with equal opportunities in respect of gender, race and disability.

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

Equality Act 2010 provides a legal framework to protect rights of people and promote equal opportunities for everyone, clarifying what must be done to ensure people with protected characteristics are not disadvantaged.

This applies when recruit volunteers.

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

Volunteers, residents and tenants in the Stroud district will benefit through skill and information sharing as well providing and receiving social inclusion for all; using the policy will mitigate the risk of discrimination.

**6. What outcomes are expected?**

To recruit volunteers to assist with Independent living HUBS across the district promoting the wellbeing of all older people which will also feed into Independent living + sites across the district

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

Previous research and consultations include

- CIH Report – 2014
- Ark Report - 2015
- Consultation with Housing Committee members through a Task and Finish Group
- Older people’s accommodation survey undertaken by Future Focus Research 2018 – 500 Stroud district residents were surveyed

**8. Has any consultation been carried out?**

Yes

**Details of consultation**

- Informed tenants
- Officers at Stroud District Council
- Independent living tenants (during site meetings)

**If NO please outline any planned activities**

**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)*

<b>Protected Group</b>	<b>Type of impact, reason and any evidence (from Q7 &amp; 8)</b>
<b>Age</b>	<p>Positive There were 118,130 residents in Stroud in 2017, approximately 8% more than 2001. This is below the county average of just over 10%.</p> <p>The proportion of people aged 65+ (22.2%) exceeds the County and national average of 21%. The second most common household composition is 'pensioner households' standing at 24.4% of households - 3.7% higher than the average for England.</p> <p>In recognition of loneliness and social isolation, this activity will give everyone an opportunity to be involved equally.</p>
<b>Disability</b>	<p>Positive 17% of residents in Stroud had a limiting long term illness/disability (LLTI) in 2017. This compares to 18% across England.</p> <p>Independent Living HUBS have been modernised to allow access for in all communal areas (in terms of disabled, turning circles and lifts where required, wider doors and mid-height light switches)</p>
<b>Gender Re-assignment</b>	Neutral
<b>Pregnancy &amp; Maternity</b>	Neutral
<b>Race</b>	<p>Neutral 94.9% of the Stroud population identified themselves as White British in 2017. This is significantly higher than the England average of 79.8%. This could potentially lead to some residents of different ethnic origin feeling isolated.</p> <p>The creation of HUBS allows Stroud District Council to actively encourage tenants and residents to participate in activities. In addition to this, SDC's tenancy agreement and sign up process highlights the importance of respecting the individuality and views of others (including disability, race etc).</p> <p>Volunteering is expected to have a neutral impact upon different race groups.</p>
<b>Religion – Belief</b>	<p>Positive The communal areas of schemes have been improved for all tenants. Old artwork is being removed and being replaced with new artwork which will create a homely feel for anyone regardless of religion/beliefs.</p> <p>Potentially positive impact.</p>
<b>Sex</b>	<p>Neutral A range of activities in the 'hubs' will be provided to encourage equal</p>

	opportunities for men and women to get involved.
<b>Sexual Orientation</b>	Neutral Volunteering is expected to have a neutral impact on sexual orientation.
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	Neutral SDC allow same sex couples to have tenancies and we do not discriminate against marriage or civil partnerships. SDC encourage staff to undertake equality training during their induction and there is an e-learning portal available for refresher training at any point.
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	Neutral Although transport may be challenging, there will be no restriction of services and activities offered.  All sites have available and accessible broadband/wi-fi

**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**

<b>Completed by: Lynne Mansell</b>	<b>Date: 1 October 2021</b>
<b>Role: Service Delivery Manager (Independent Living)</b>	
<b>Countersigned by Head of Service/Director:</b> Keith Gerrard, Strategic Director of Communities  	<b>Date: 21 10 21</b>