

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*

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(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): Emma Cathcart	Telephone: 01285 623356
	E-Mail: Emma.Cathcart@cotswold.gov.uk
Service: Counter Fraud and Enforcement Unit	Date of Assessment: March 2026

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

Corporate Enforcement Policy

Is this new or an existing one? New

3. Briefly describe its aims and objectives

Overarching prosecution policy for the Council – the legislation that is utilised by the Councils for enforcement purposes is extensive. Service areas should have specific enforcement plans / policies which provide more specific detail.

The policy sets out the Council's enforcement tools, and the considerations adopted when determining whether enforcement action should be taken and if so, what that action should be taken.

Training to be delivered and awareness to be raised after adoption of the policy to ensure the appropriate application of enforcement activities.

The Policy is applicable to enforcement staff across the Council and impacts members of the public.

Prosecutions will only be considered where the evidential and public interest tests are met with due consideration to the welfare of individuals. Appropriate enforcement activity acts as a deterrent and benefits the public as a whole.

4. Are there external considerations? (Legislation / government directive, etc) – Yes, legislative and detailed in the Policy in relation to the Council undertaking criminal investigations and enforcement. At a basic level, the Council must adhere to the Criminal Procedure and Investigations Act 1996 and the Police and Criminal Evidence Act 1994 as a basic

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

Neutral however having a policy directly benefits staff and relevant stakeholders (Parish and town councils, Members, etc.) because it clearly outlines what the council is responsible for, supports officers in their ability to carry out their duties, and increases our residents, businesses, and communities awareness and understanding of what enforcement action can lawfully take place. It provides a clear guide to correct enforcement practices and approach.

6. What outcomes are expected?

The Council can apply a number of sanctions, such as fines or a Caution, and can prosecute when appropriate.

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

This is a prosecution policy drawing on the Code for Crown Prosecutors

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

All enforcement lead officers, One Legal and SLT.

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 - The Policy provides that enforcement action may not be appropriate in relation to older offenders – it may not be in the public interest to prosecute an individual over 85 for example.
Disability	Positive - The Pove - The Policy provides that enforcement action may not be appropriate in cases where the offender lacks mental capacity. It may not be appropriate in cases where the offender has a disability such as blindness – in this case proving that the individual completed a form may not be possible for example.
Gender Re-assignment	Neutral

Pregnancy & Maternity	Neutral
Race	Neutral
Religion – Belief	Neutral – enforcement is based on English Law and residents are subject to it
Sex	Neutral
Sexual Orientation	Neutral
Marriage & Civil Partnerships (part (a) of duty only)	Neutral
Rural considerations: le Access to services; transport; education; employment; broadband;	Neutral – we are all subject to adhering to the law however mitigation is sought and considerations must be given to the appropriate action on a case by case basis
Other:	

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: Emma Cathcart	Date: 16.3.2026
Role: Assistant Director	
Countersigned by Head of Service/Director: Lucy Clothier	Date:08.4.2026

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