

Equality Impact Analysis Form / EIA

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.goucestershire.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): Jenna Malpass	Telephone: 01453 766321
	E-Mail: jenna.malpass@stroud.gov.uk
Service: Policy, Governance & Engagement	Date of Assessment: 03/12/25

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

Review of Members' Scheme of Allowances.

Is this new or an existing one?

Existing

3. Briefly describe its aims and objectives

To present the Independent Remuneration Panel's (IRP) recommendations for the Members' Scheme of Allowances, ensuring it remains fair, transparent, and supports Members in fulfilling their roles effectively. The review seeks to reduce financial barriers to participation by providing fair and justifiable remuneration, enabling the Council to attract and retain high-quality candidates from diverse backgrounds while minimising obstacles for anyone wishing to stand for election.

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

The review has been undertaken in line with the Local Authorities (Members' Allowances) (England) Regulations 2003, which require councils to review allowances at least every four years and have regard to IRP recommendations. The legislation also covers areas such as childcare, adult caring responsibilities, travel and subsistence.

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

Elected Members: The IRP recommendations would provide Members with allowances that reflect their responsibilities and time commitment. It is expected that this would help to reduce financial barriers

Community: A fair and robust Members' Allowance Scheme would support diversity in representation by reducing financial barriers

6. What outcomes are expected?

A phased increase in Basic Allowance and adjustments to Special Responsibility Allowances (SRAs) from April 2026

Introduction of allowances for Chair and Vice Chair of Strategy & Resources Committee

An uplift to all Special Responsibility Allowances linked to the Basic Allowance

Updated subsistence rates and approved duties

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

Member survey (76% response rate) and interviews

Benchmarking against other Gloucestershire authorities and authorities with a similar governance style

ONS Median Hourly Pay for Stroud District

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

All Members were invited to respond to the IRP survey which achieved a 76% response rate.

The IRP also offered interviews to any Member who wished to share their views directly. These interviews included Members holding key roles such as the Leader, Deputy Leader, and Committee Chairs, ensuring that perspectives from across the Council were fully considered. Councils are required to establish and maintain an Independent Remuneration Panel (IRP) to advise on the Members' Scheme of Allowances. The Council cannot amend or update its scheme without first considering a report from the IRP. As part of this statutory process, the IRP acts as a key consultee, providing independent, evidence-based recommendations. The Panel comprises four impartial members with no connection to the Council.

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 Higher allowances may encourage younger candidates to stand. The Dependent Carers Allowance remains in place, reimbursing councillors for costs incurred in covering caring responsibilities or childcare during evening meetings. This provision supports both younger and older Members by removing barriers to participation, recognising the

	varied life stages and responsibilities they may have, and promoting inclusivity and retention.
Disability	Neutral - No direct impact identified
Gender Re-assignment	Neutral No direct impact identified
Pregnancy & Maternity	Neutral No direct impact identified
Race	Neutral – No direct impact identified
Religion – Belief	Neutral No direct impact identified
Sex	Positive Supports gender diversity by reducing financial barriers. The Dependent Carers Allowance remains in place, reimbursing councillors for costs incurred in covering caring responsibilities or childcare during evening meetings. This provision helps to address the gendered impacts of caring and parental responsibilities.
Sexual Orientation	Neutral No direct impact identified
Marriage & Civil Partnerships (part (a) of duty only)	Neutral No direct impact identified
Rural considerations: ie Access to services; transport; education; employment; broadband;	Positive Updated subsistence allowances support rural Members. Existing travel allowances remain in place, including HMRC mileage rates and taxi reimbursement where public transport is unavailable. These provisions help address challenges of distance, limited transport options, and connectivity issues, ensuring equitable participation for councillors living in remote areas.

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?

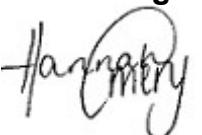
Please transfer any actions to your Service Action plan on Excelsis.

Action(s):	Lead officer	Resource	Timescale

Declaration

We are satisfied that an Impact Assessment has been carried out 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: Jenna Malpass	Date: 03/12/2025
Role: Democratic Services & Elections Manager	
Countersigned by Head of Service/Director: 	Date: 04/12/2025

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