

Equality 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.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): Stuart Pattison	Telephone: 01453 754136
	E-Mail: stuart.pattison@stroud.gov.uk
Service: Housing Services	Date of Assessment: 27/10/25

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

Neighbourhood & Communities Strategy

Is this new or an existing one?

New

3. Briefly describe its aims and objectives

<p>Our aim is to create a neighbourhood management approach that positively impacts the resident experience, working jointly and in partnership with residents and relevant agency and stakeholders.</p> <p>Through implementation of this strategy, we will focus on these key outcomes:</p> <ul style="list-style-type: none">• Neighbourhoods and communities that our residents' homes are part of, are maintained and safe and kept free of litter and fly tipping.• Improved social, environmental and economic wellbeing in the areas where we own
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properties.

- Safe and welcoming environments with opportunities for children to play and in which tenants and residents have a vested interest and sense of belonging.
- Domestic abuse, anti-social behaviour and hate crime is effectively tackled in the neighbourhoods where we own homes.

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

- Housing Strategy
- Resident Engagement and Communications Strategy
- Asset Management Strategy
- Youth and Play Strategy
- Community Safety Partnership Plan
- Anti-Social Behaviour Policy
- Domestic Abuse Policy
- Tenancy and Estate Management Policy
- Housing & Tenancy Fraud Policy
- Equality Diversity Inclusion Equity and Belonging Policy and Action Plan
- Grounds Maintenance contract

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

In collaboration with our residents, we have used three key themes, as set out in the Consumer Standards, to help us focus on what is important in a safe and well-maintained neighbourhood:

- Maintenance of shared spaces
- Local cooperation
- Addressing anti-social behaviour, hate incidents and domestic abuse

It is intended that neighbourhoods and communities in the Stroud district will benefit from this strategy.

6. What outcomes are expected?

Our Neighbourhood and Communities Strategy aims to improve things for our residents by working collaboratively with them and a broad range of partners; looking at what makes a good neighbourhood and bringing those factors together to create a flourishing community.

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

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

Workshops have been held with tenants and members to consult on and develop the strategy.

Our annual Tenant Satisfaction Measures survey will capture our residents' responses around the following questions which will help to measure the success of the strategy:

- Satisfaction that the landlord makes a positive contribution to neighbourhoods
- Satisfaction that the landlord keeps communal areas clean and well maintained
- Satisfaction with the landlord's approach to handling anti-social behaviour

- Satisfaction that the landlord treats tenants fairly and with respect
- Satisfaction that the landlord listens to tenant's views and acts

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	The Strategy makes no specific changes to services that could impact elderly people. However, the actions that will follow will need to assess the impact of any changes that do happen.
Disability	The Strategy makes no specific changes to services that could impact disabled people. However, the actions that will follow will need to assess the impact of any changes that do happen.
Gender Re-assignment	There is no reason to believe that there are specific impacts for this protected group and we will ensure that discrimination, harassment, and victimisation is tackled based on this and any other protected group
Pregnancy & Maternity	We have no specific evidence or data to suggest that the priorities and actions described in the Strategy will have a disproportionate or negative impact on this protected characteristic
Race	We have no specific evidence or data to suggest that the priorities and actions described in the Strategy will have a disproportionate or negative impact on this protected characteristic.
Religion – Belief	We have no specific evidence or data to suggest that the priorities and actions described in the Strategy will have a disproportionate or negative impact on this protected characteristic
Sex	We have no specific evidence or data to suggest that the priorities and actions described in the Strategy will have a disproportionate or negative impact on this protected characteristic
Sexual Orientation	We have no specific evidence or data to suggest that the priorities and actions described in the Strategy will have a disproportionate or negative impact on this protected characteristic.
Marriage & Civil Partnerships (part (a) of duty only)	We have no specific evidence or data to suggest that the priorities and actions described in the Strategy will have a disproportionate or negative impact on this protected characteristic.
Rural considerations: le Access to services; transport; education; employment; broadband;	We have no specific evidence or data to suggest that the priorities and actions described in the Strategy will have a disproportionate or negative impact on this protected characteristic.

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
Age – assess the impact of any changes	Stuart Pattison		
Disability – assess the impact of any changes	Stuart Pattison		

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: Michelle Elliott	Date: 27/10/2025
Role: Tenant Relationships Manager	
Countersigned by Head of Service/Director: Andy Kefford 	Date: 27/10/2025

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