

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 –*

(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): Chris Uttley	Telephone:
	E-Mail: chris.uttley@stroud.gov.uk
Service: Climate Change and Sustainability	Date of Assessment: November 2025

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

Climate and Nature Strategy.

Is this new or an existing one? This is an update of the Carbon Neutral 2030 Strategy

3. Briefly describe its aims and objectives

The revised strategy sets out the council's approach to: reducing its own carbon emissions; supporting residents, businesses and organisations in Stroud district to reduce their emissions; helping the district adapt to the impacts of climate change and ensuring nature can recover so that 30% of the district is managed for nature's recovery by 2030. The revised strategy builds on what the council has achieved to date through its previous Climate Neutral 2030 Strategy but sets out new ambitions in the context of the Climate Emergency, including greater emphasis on
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adaptation and nature.

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

Yes, the Government has a target to achieve net zero emissions across the whole economy by 2050 and maintains a [National Adaptation Plan](#). The UK Government is a signatory to [the 30 x 30 nature agreement](#). There is a high level of public interest in what and how the council engages with climate and nature.

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

Everyone in the district is intended to benefit from this strategy as it will reduce greenhouse gas emissions and reduce the impacts of climate change, but the strategy is designed to particularly benefit some groups. These include elderly or vulnerable people who suffer the effects of climate impacts more, young people that have a stake in the future and can be more affected by impacts of climate change, including Stroud District Youth Council, people that need to increase skills and access different jobs in a green economy, Town and Parish Councils seeking assistance and direction in how to approach the climate and nature crises

6. What outcomes are expected?

Implementing our strategy to tackle the nature and climate emergencies will help us to create a better quality of life for everyone. This will mean that:

1. Our homes, workplaces and schools are comfortable, healthy and efficient.
2. We can afford the energy needed to live well and our energy system is fairer, resilient to shocks and not dependent on fossil fuels.
3. We can easily walk, cycle or use public transport if we choose to and goods are safely transported through our communities without polluting our streets.
4. We have good jobs and our businesses are thriving in a greener circular economy.
5. We produce less waste through sharing and repairing.
6. We can afford to eat well and sustainably, and our farmers have the capacity and resources to grow and produce sustainable food that helps restore nature.
7. Our towns and villages are protected from flooding, drought, heat and storms and feel resilient and connected to each other.
8. We can build new houses and create new communities that help nature without creating more pollution.
9. We can see and hear that nature is recovering and healthy in the places we live and visit.

This new climate and nature strategy puts people and quality of life at the heart of the process. All our work on climate and nature is aimed at achieving the outcomes above, as part of creating a better, fairer, greener, society.

The strategy includes four ambitions:

Ambition 1: SDC will reduce its Scope 1 and Scope 2 emissions to net zero by 2030 and will reduce its Scope 3 emissions to net zero by 2050 or sooner if possible.

Ambition 2: SDC will enable and encourage the district to achieve net zero emissions by 2050 or sooner if possible.

Ambition 3: SDC will work alongside landowners, partners and residents to support the ambition that at least 30% of all land and water in the district is managed for and supporting nature recovery by 2030.

Ambition 4: By 2030, SDC will be implementing an adaptation plan to protect nature, residents, business and infrastructure from the impacts of 2 degrees Celsius warming and have assessed the risks from 4 degrees.

There are also 11 themes, each with a series of strategic objectives that the council will work towards. These represent achievable objectives for each of the topics.

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

This EQIA has considered the Public Sector Equality Duty guidance for authorities'- [Public Sector Equality Duty: guidance for public authorities - GOV.UK](#) and the protected characteristics under the Equality Act 2010 of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race/ethnicity, religion or belief, sex, and sexual orientation.

We have also considered the responses to the public consultation held between 23rd July and 30th September 2025

Evidence of the potential impacts of the strategy was gathered through ready available sources including: published and peer reviewed data, existing online EIAs from other Councils.

National research on climate change, including recent reports by the independent national Climate Change Committee, which advises Government on targets and carbon budgets:

[Understanding the risks of Climate Change](#)

[World Health Organisation](#) – Impacts of Climate change on age and disabilities

[World Economic Forum](#) – Impacts of Climate Change on disadvantaged communities

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

A full public consultation of the draft climate and nature strategy has been carried out between 23rd July and 30th September 2025. The consultation was promoted in local newspapers and on the SDC Social media platforms, both at the start and during the consultation period. The consultation was accessible in a range of formats (digital survey, digital form, paper, email) and we received 198 written responses to the online consultation.

During the consultation itself, we carried out several face-to-face consultation events with the 2030 Community Engagement Board, The Local Strategic Partnership and the Stroud district Youth Council. Two online events with Parish and town councils were also held.

Prior to the public consultation, the climate and sustainability team hosted four internal workshops with services (Housing, Property Services, Planning, Community Services, Green Spaces Team and Waste) to develop the strategic objectives and 5 workshops with elected members to allow comments and suggestions on all elements of the draft strategy. The workshops lead to the creation of the draft strategy published for public consultation. This EQIA has been reviewed by the Policy and Governance team.

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 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>Stroud district had a higher average (median) age than the South West as a whole in 2021 (44 years) and a higher average (median) age than England (40 years) in the last census</p> <p>The Climate Change Committee recently stated that global temperature increases of between 1.5°C and 2°C would affect vulnerable people most of all. Vulnerable people are also likely to benefit disproportionately from co-benefits associated with a transition to net zero carbon emissions, such as reduced air pollution.</p> <p>Research by the Joseph Rowntree Foundation found that the extent to which individuals are able to cope with climate change impacts is influenced by the interaction between personal factors (e.g. health, age), social factors (e.g. income, neighbourhood cohesion, isolation), and environmental factors (e.g. building quality, green space).</p> <p>People over the age of 75, very young people and people with chronic or severe illnesses are most at risk. Climate change means heat waves are likely to become more common and during hot weather there is a risk of developing heat exhaustion, heatstroke and respiratory problems. Many excess deaths during heatwaves are among older people; their temperature regulation processes are less efficient, making them less able to cope with extreme temperature. Older people may also be more likely to experience effects such as dehydration and the worsening of existing health problems during heatwaves.</p> <p>Older people are more likely to be vulnerable to the impacts of climate change, such as heat waves, water shortages and extreme weather events, due to a combination of age, health issues and greater social isolation. Older and very young people and people with chronic or severe illnesses are most at risk of developing heat exhaustion, heatstroke and respiratory problems due to extreme temperature changes;.</p> <p>In the winter, older people are potentially at risk of having health issues associated with cold homes. Investment in more energy efficient, warmer homes has a positive impact on older people's health and well being.</p> <p>Older people sometimes are less able to take advantage of active travel options due to frailty and access. It will be therefore important to ensure that they still have access to low carbon vehicular transport options.</p> <p>Young children are more likely to over-heat as they sweat less and are less able to adapt their own clothing and behaviour. Younger people will benefit particularly from positive action to address climate change and nature recovery by helping to improve their future living conditions</p>

	<p>and economic prospects (e.g., investment in new green skills and jobs).</p> <p>The Council's Climate and Nature Strategy will have a positive impact. It recognises that it will be important to support vulnerable people to reduce risks posed by the impacts of climate change, as they are likely to be most affected. It will also ensure that buildings and homes are adapted to future climate risk as a key element to mitigating this, as is urban tree planting and other greenspace and bluespace measures that will help reduce urban heating effects. Providing guidance on how to cope with temperature extremes will also help to reduce the unequal impact of these events on certain age groups.</p> <p>The strategy aims to reduce both greenhouse gas emissions from the Council, and also territorial carbon emissions within the district. This will help to slow global warming and thus reduces the likelihood and severity of future temperature extremes.</p> <p>+ve Positive Impact</p>
Disability	<p>In 2021, 16.9% of Stroud district residents were identified as being disabled under the definition of the Equalities Act 2010, with a further 8.3% of its population who were not disabled but had a limiting long-term physical or mental health condition.</p> <p>Improvements to public travel and active travel infrastructure should also be undertaken to enable greater access for disabled people, e.g. step free access, and over time this will result in a more accessible public realm for the benefit of disabled people with mobility issues.</p> <p>People with pre-existing physical or mental health issues are likely to be disproportionately affected during extreme weather events such as heatwaves or flooding. These groups may have a lower ability to act due to physical constraints, or they may be less aware of their circumstances and how to act. Some medications impair the body's ability to sweat or perform temperature regulation functions, making people more susceptible to the effects of heat. Individuals suffering from mental illnesses may be less likely to take effective precautions against extreme weather events, as well as to know what to do in response.</p> <p>The strategy seeks to reduce greenhouse gas emissions, which aid in slowing global warming and, as a result, the likelihood and severity of future temperature extremes. It also aims to produce an Adaptation plan that considers vulnerability and impacts when prioritising actions.</p> <p>The strategy aims to promote active travel. Incentives for active travel may have a negative impact on people with disabilities, who may be less able to travel by walking or cycling. Not all modes of public transportation are fully accessible to people with disabilities. Individuals with sensory impairments or learning disabilities may find information campaigns, community engagement strategies, and emergency planning less accessible. It will therefore be important to ensure that those who require it still have access to low carbon vehicular transport options.</p> <p>We will advocate that improvements to public travel and active travel infrastructure should be undertaken so as to enable greater access for disabled people e.g., step free access, and over time this will result in a more accessible public realm for the benefit of disabled people with mobility issues.</p> <p>+ve Positive Impact</p>

Gender Re-assignment	<p>Whilst the strategy itself will have neither a positive nor a negative impact on transgender people, we do have a responsibility to ensure that our climate change messaging combats discrimination and showcases positive role models. Our messaging on climate change will be designed to be inclusive and tailored to its audience, so that our engagements and outputs reflect their diverse audience. There are numerous barriers which transgender communities face. We intend to make sure that transgender people are equally considered in our communication strategies so that information is accessible for them, and that we do not unknowingly cause stigmatisation.</p> <p>Neutral Impact</p>
Pregnancy & Maternity	<p>According to studies, air pollution has been linked to a range of adverse pregnancy outcomes, including preterm labour and low birthweight, which are themselves risk factors for conditions such as cardiovascular disease and diabetes in adulthood. Exposure to pollution can also affect lung development and function, and is thought to contribute to the development of childhood asthma. Air pollution disproportionately affects socioeconomically disadvantaged populations in many countries.</p> <p>Pregnant women and their foetuses are more vulnerable to the health effects of climate change than the general population because: Climate-related hazards, such as extreme heat, flooding, and wildfires, have been linked to certain health problems, including anaemia, eclampsia, low birth weight, preterm birth, stillbirth, and even miscarriage. Pregnant women require consistent access to transportation and medical care, which can be disrupted by extreme weather events. Many biological and behavioural changes occur during pregnancy and the postpartum period, making women more susceptible to insect, food, and water-related illnesses. Some of these illnesses, which may become more common because of climate change, can also endanger maternal and foetal health. Pregnant and postpartum women are more likely to suffer from post-traumatic stress disorder (PTSD) and depression following natural disasters and extreme weather events.</p> <p>The strategy aims to reduce fossil fuel use by both the council and within the district. It also aims to develop and implement an adaptation plan, to reduce the impacts of climate change and to focus early measures on protecting the most vulnerable.</p> <p>+ve Positive Impact</p>
Race	<p>In 2021, 1.8% of Stroud residents identified their ethnic group within the "Mixed or Multiple" category, up from 1.1% in 2011. The 0.7 percentage-point change was the largest increase among high-level ethnic groups in this area.</p> <p>Some residents may experience language barriers because English may be their second language because of their ethnicity and background, which may make it more difficult to access information provided by the council about reducing health risks during heatwaves and reducing surface water flood risk.</p> <p>Language barriers may limit the extent to which those who cannot or</p>

	<p>struggle to speak English can get involved in, and benefit from information campaigns, community engagement strategies, and emergency planning aimed at the public. Therefore, to mitigate this, our messaging on climate change will be designed to be inclusive and tailored to its audience, so that our engagements and outputs can achieve a positive impact.</p> <p>+ve Positive Impact or Neutral</p>
Religion – Belief	<p>In the strategy we will recognise that communities are not just physical communities. Religious communities tend to have a large voluntary movement and can have higher immigrant populations. Direct engagement with these communities will have a positive impact in ensuring climate action is widely adopted across the district</p> <p>Some sensitivity on messaging around climate friendly diets should also be considered for cultural and religious dietary practices, although our new strategy does not make any recommendations on this.</p> <p>Neutral impact</p>
Sex	<p>Women in Stroud district are more likely to have lower incomes and be in lower paid work than men. For example, the gender pay gap in the council is a median value of 15.8%. According to national statistics, lone parents are more likely to experience poverty than other household types and 90% of lone parents are women. The Climate Change Committee suggests that people in poverty are most likely to be affected by the risks and impacts of climate change. The council's Climate and Nature Strategy recognises that it will be important to support people in poverty to respond to risks posed by climate change, as they are likely to be most affected. In terms of specific impacts from climate change, because women are more likely to have primary responsibility for childcare in their families, they would be more affected if schools must close during heatwaves or other extreme weather events resulting from climate change.</p> <p>Gender inequalities have social, economic, political, and cultural implications for individuals responding to climate change. Examining gender is important because women, men, boys and girls, while not homogenous groupings, tend to have systematically different experiences in relation to climate change based on the inequalities associated with socially constructed gender roles.</p> <p>The strategy has been developed in such a way that it is not intended to create unlawful discrimination related to gender.</p> <p>+ve Positive Impact</p>
Sexual Orientation	<p>Not directly applicable</p> <p>As set out above in the context of gender reassignment, our messaging on climate change will be designed to be inclusive and tailored to its audience, so that our engagements and outputs reflect their diverse audience.</p> <p>There is a scarcity of research on climate change effects for non-binary people, who might also be particularly vulnerable.</p>

	Neutral Impact
Marriage & Civil Partnerships (part (a) of duty only)	The strategy itself does not create unlawful discrimination related to marriage or civil partnership. Neutral Impact
Rural considerations: le Access to services; transport; education; employment; broadband;	<p>Stroud district's population is defined by Gloucestershire County Council as "Intermediate Urban" (20-35% of their population residing in Rural Output Areas). However, even though the majority of its population live near to urban centres, (such as Stroud and Stonehouse), approx 75% of the geographical area of the district is classed as rural,. The strategy has been created within the context of being geographically and culturally a rural district, with distinct urban centres. Climate change and impacts to nature will potentially have impacts on rural businesses, rural tourism, rural housing and jobs or employment in rural areas. Access to resources, transportation and impacts of adverse weather events could all affect rural areas differently to our urban centres. The impacts of climate change will affect rural areas differently, with potentially greater impacts of drought, landslides and flood risk.</p> <p>The strategy recognises the largely rural status of the district, and aims to increase growth within rural green sectors of the economy, such as the nature based economy and recognises the unique challenges around public transport within rural communities. It also aims to address the more rural aspects of adaptation.</p> <p>+ve Positive Impact</p>

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
See section 9 for mitigations included within the Strategy.			

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: Chris Uttley	Date: 17 November 2025
Role: Climate and Sustainability Manager	
Countersigned by Head of Service/Director: James Brain	Date: 26 November 2025
	

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