STAGE 1 – Equality Screening

1. Identify the policy, project, function or service change

a. Person(s) responsible for this EqIA	
Officer responsible: Stuart Pattison	Service area: Housing Services
Job title: Head of Tenant Relationships	Date of assessment: 20.05.26
Signature: STUART PATTISON	

b. Is this a policy, function, strategy, service change or project?	Other
If other, please specify: appointment of tenants as co-opted members of Housing Committee	

c. Name of the policy, function, strategy, service change or project	
Appointment of Tenant Representatives to Housing Committee	
Is this new or existing?	**Is changing**
Please specify reason for change or development of policy, function, strategy, service change or project	
To seek an amendment to the constitution to delegate authority to Housing Committee to make appointments, and for prospective tenant representatives at Committee to be members of the Tenant Oversight Panel.	

d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?	
Aims:	Ensure compliance with the Consumer Standards.
Objectives:	We aim to ensure a strong and consistent tenant voice through our governance and oversight functions
Outcomes:	For members of Tenant Oversight Panel to represent the 'tenant voice' at Housing Oversight Board and as co-opted members of Housing Committee
Benefits:	Consistency, transparency, accountability

e. What are the expected impacts?	
Are there any aspects, including how this piece of work is delivered or accessed, that could have an impact on the lives of people, including employees and customers.	**Yes**
Do you expect the impacts to be positive or negative?	**Positive**

Please provide an explanation for your answer: *Ensure that you include any significant positive or negative impacts to any protected characteristics or protected groups where relevant. This will help us identify whether you need to complete a stage two assessment.*
This will enable engaged tenants who volunteer their time to represent tenant voices at every level of our governance structure, including at Housing Committee. We have developed a comprehensive resident engagement offer including formal and informal opportunities for tenants and leaseholders to inform service delivery and improvement. This includes a new tenant-let oversight group, Tenant Oversight Panel. Membership will be open to all tenants and leaseholders and we are exploring options with tenants to ensure the group is as accessible as possible, including hybrid and virtual meetings, flexible times including evenings and weekends, and through our reward and recognition policy, we will cover reasonable expenses including child-care and travel to maximise participation including people with protected characteristics and protected groups.

a. Head of Service/Director sign off for stage one assessment	
Name: Andy Kefford	
Job title: Strategic Head of Housing	Date: 20.05.26
Signature: ANDY KEFFORD	

Policy and Governance Review

b. Identify next steps as appropriate	
Stage two required	**Yes**
Reasoning	**Tenant representatives are already involved in decision-making, the purpose of the report is to the update the constitution and to appoint the tenant representatives, which has a largely positive impact with neutral/no identified negative impacts.**
Name	**Emma Smith**
Job title	**Projects and Consultation Officer**
Date of review	**22 May 2026**

STAGE 2 – Full Equality Impact Assessment

1. Engagement and consultation

The best approach to find out if a policy, project or other piece of work, is likely to impact positively or negatively on people with protected characteristics and protected groups is to look at existing research, previous consultation findings and recommendations, or to consult with representatives of those people with protected characteristics and protected groups.

1. Research and evidence
List below any data, consultations (previous, relevant, or future planned), complaints or feedback findings, or any relevant research, studies or analysis that you have considered to assess the policy, function, strategy, service change or project for its relevance to equality. *Please visit the* Stroud District Data *webpage on the Hub for support and guidance in accessing data and insights.*
Consultation undertaken with all tenants throughout 2025 in development of the Resident Engagement and Communications Strategy, as published on the Council's website.
Your Say, Your Way engagement event in April 2026.
Feedback from Involved Tenant Groups, including scrutiny panel.
Housing Oversight Board, May 2026
Housing Regulator determinations and guidance re Consumer Standards, in particular Transparency, Influence and Accountability.
Appendix C for Tenant Engagement and Influence.pdf
Appendix B - Equalities Impact Assessment.pdf

2. Consultation	
Please visit the Consultation and Engagement Hub for support and guidance on delivering consultations and engagement activities to support the development of work at the council.	
Will any consultation be conducted?	**Yes**
• Describe the consultation or engagement you have conducted or are intending to conduct. • Describe who was consulted, what the outcome of the activity was and how these results have influenced the development of the strategy, policy, project, service change or budget option. If no consultation or engagement is planned, please explain why.	
See above	

3. Assessment

Assessment of impacts

For each protected characteristic or protected group, please indicate the type of impact:

- Positive – contributes to promoting equality or improving relations between people with protected characteristics and protected groups
- Neutral – no impact
- Negative – could disadvantage them.

Please use the 'Description of impact' box to explain how the impact is justified and include any data and evidence that you have collected from surveys, data, complaints or feedback to support your proposed changes

Protected characteristic or group	Specific characteristic (if applicable)	Impact	Description of impact	Mitigating action (if negatively impacted)
AGE	Older people (60+)	Positive	All tenants able to participate in TOP and Committee meetings	Typically there has been an older age demographic engaging with the council through tenant participation meetings. The new panel increases resident spaces and therefore has potential to bring greater opportunities to improve the age profile of its membership.
	Younger people (16-25)	Positive	All those able to hold a tenancy will be eligible to be a member and able to participate in TOP and Committee meetings	Positive action to promote the new panel to younger and working age residents Positive action to provide training opportunities to prepare residents for joining and participating in the panel.
	Children (0-16)	Neutral	Not eligible to hold a tenancy so not eligible to be a member of TOP	
	Other	Positive	All adults able to participate in TOP and Committee meetings	The new panel increases resident spaces and therefore has potential to bring greater opportunities to improve the age profile of its membership.
DISABILITY A definition of disability under the Equality Act 2010 is available here.	Physical disability	Neutral	Able to join TOP, adjustments will be made	
	Sensory impairment (sight, hearing)	Neutral	Able to join TOP, adjustments will be made	
	Mental health	Neutral	Able to join TOP, adjustments will be made	
	Learning disability	Neutral	Able to join TOP, adjustments will be made P	
	Other	Choose an item.	Disabled people should be empowered to make independent living choices and a have a say in access to service provision.	• We will need to make sure panel meetings are open and transparent by exploring options such as streaming, recording and making use of transcripts and text functions on Teams.

				• There will need to be protocols in place to ensure meeting papers and presentations are prepared and shared at least 5 days in advance to allow residents time to read. • Colleagues will also need to make sure papers and presentations are written in accessible formats, free from jargon (or provision of a glossary). • In it's business, the panel will be able to champion and to hold the council to account for our legal duty to make anticipatory and responsive reasonable adjustments for disabled people including changing the way things are done e.g. opening / working times; changes to overcome barriers created by the physical features of premises; and providing auxiliary aids e.g. extra equipment or a different or additional service. • Panel meetings should be flexible to ensure different groups can attend. Once members are appointed, day, time and frequency and format of meetings will be considered to meet the needs of the resident members. Provision of reasonable carers expenses for participants to be provided as part of the support offer.
GENDER REASSIGNMENT	How would this affect people whose gender is different from that assigned at birth?	Neutral	The new panel increases resident spaces and therefore has potential to bring greater opportunities to improve the representation of its membership.	

MARRIAGE & CIVIL PARTNERSHIPI		Neutral	Able to join TOP	
PREGNANCY & MATERNITY		Neutral	Able to join TOP, adjustments will be made	Panel meetings should be flexible to ensure different groups can attend. Once members are appointed, day, time and frequency and format of meetings will be considered to meet the needs of the resident members, ensuring venues are accessible. Provision of reasonable expenses for participants to be provided as part of the support offer.
RACE* Further information on the breakdown below each of these headings, is available here. For example, Asian, includes Chinese, Pakistani and Indian etc.	White	Neutral	Able to join TOP	
	Mixed or multiple ethnicities	Neutral	Able to join TOP	
	Asian or Asian British	Neutral	Able to join TOP	
	Black, Black British, Caribbean or African	Neutral	Able to join TOP	
	Other ethnicities (please specify)	Neutral	The new panel increases resident spaces and therefore has potential to bring greater opportunities to improve the representation of its membership.	The new panel will create more resident spaces and therefore greater opportunity to improve diversity. This may include: • Positive action to promote the new panel in Black, Asian and minoritised ethnic community spaces and improve the opportunities for residents to join. • Positive action to provide training opportunities to prepare residents for joining and participating in the panel.
RELIGION & BELIEF** A list of religions used in the Census is available here	See note	Neutral	Able to join TOP The new panel increases resident spaces and therefore has potential to bring greater opportunities to improve the representation of its	The new panel will create more resident spaces and therefore greater opportunity to improve diversity. This may include: • Positive action to promote the new panel to all faith communities, giving opportunities for residents to join.

			membership.	• Positive action to provide training opportunities to prepare residents for joining and participating in the panel.
SEX	Men	Neutral		Panel meetings should be flexible to ensure different groups can attend. Once members are appointed, day, time and frequency and format of meetings will be considered to meet the needs of the resident members. Provision of reasonable carers expenses for participants to be provided as part of the support offer.
	Women	Neutral		Panel meetings should be flexible to ensure different groups can attend. Once members are appointed, day, time and frequency and format of meetings will be considered to meet the needs of the resident members. Provision of reasonable carers expenses for participants to be provided as part of the support offer.
SEXUAL ORIENTATION	Straight/Heterosexual	Neutral		
	Lesbian	Neutral		
	Gay	Neutral		
	Bisexual	Neutral		
	Other sexual orientation (please specify)	Neutral	The new panel increases resident spaces and therefore has potential to bring greater opportunities to improve the representation of its membership.	

Other protected groups for consideration			
Socio-economically disadvantaged The term socio-economic refers to the differences between groups of people caused mainly by their financial situation. These include factors like employment, education, health, income, living environment, crime, and access to housing.	Neutral	Able to join TOP, adjustments will be made and volunteering compensated in line with reward and recognition scheme.	Panel meetings should be flexible to ensure different groups can attend. Once members are appointed, day, time and frequency and format of meetings will be considered to meet the needs of the resident members. Provision of reasonable carers expenses for participants to be provided as part of the support offer. A support package to ensure resident members can fully take part without incurring personal costs will need to be in place as part of the panel development. For online meetings this may involve: Support with reasonable IT costs which may include a broadband contribution or facilitate access to a laptop or tablet For in person meetings this may involve: Reasonable travel expenses, provision of refreshments and printed documents sent in advance by BCC
Rural communities Considerations include how people who live in rural parts of the district can access council services, transport, education, employment, and internet and broadband.	Neutral	Able to join TOP, adjustments will be made including virtual/hybrid meetings and compensation in line with reward and recognition scheme	Panel meetings should be flexible to ensure different groups can attend. Once members are appointed, day, time and frequency and format of meetings will be considered to meet the needs of the resident members. Provision of reasonable carers expenses for participants to be provided as part of the support offer.
Carers A carer is anyone, including children and adults, who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health	Neutral	Able to join TOP, adjustments will be made including virtual/hybrid	Once members are appointed, day, time and frequency and format of meetings will be considered to meet the needs of the resident members. Provision of reasonable carers

problem or an addiction and cannot cope without their support. The care they give is unpaid.[1] Please see guidance for considering care experience in EqIAs here.		meetings and compensation in line with reward and recognition scheme	expenses for participants to be provided as part of the support offer.
Care Leavers A care leaver is defined in law as someone over the age of 16 who has been in the care of the local authority and/or Health and Social Care Trust for a period of at least 13 weeks or more. Please see guidance for considering care experience in EqIAs here.	Neutral	Able to join TOP	
Other protected groups if applicable (e.g. refugees or asylum seekers, homeless people)	Positive		Through the panel we will seek to highlight the positive impact council tenants are making in improving housing standards and improving communities. Resident impact reports and positive stories will be shared on the website, social media and through housing newsletters, to help build a narrative that is positive and respectful of the panel and the tenants we serve, challenging stigma around social housing tenure. We will seek to demonstrate that the panel is effective and highly regarded by the council as a driving force to help improve standards of council housing and standards of service to council tenants and leaseholders.

* To keep the form concise, race has not been included as an exhaustive list, please augment the list above where appropriate to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually if relevant and required when considering positive or negative impacts. A list of religions in the Census is available here

Policy and Governance Review

a. Stage two sign-off

Stage two review completed	**Yes**

[1] NHS commissioning » Who is considered a carer?

Any further changes of feedback	**No**
Name	**Emma Smith**
Job title	**Projects and Consultation Officer**
Date of stage two review	**26 May 2026**

a. Head of Service/Director sign off for stage two assessment

Name: **Andy Kefford**	
Job title: **Strategic Head of Housing**	Date: **20.05.26**
Signature: ANDY KEFFORD	

2. Outcomes, action and public reporting

a. Please list the actions that have been identified through the above impact assessment:

Action	Target completion date	Lead Officer

b. Public reporting

All completed EqIAs are required to be publicly available on the Council's website once they have been signed off. EqIAs are also published with the papers for committee and full Council decisions.

3. Monitoring outcomes, evaluation and review

An Equalities Impact Assessment is not an end in itself but the start of a continuous monitoring and review process. The relevant Service or Lead Officer responsible for the delivery of the policy, function or service change is also responsible for monitoring and reviewing the EqIA and any actions that may be taken to mitigate impacts.

Individual services are responsible for conducting the EqIA for their area, however the Policy and Governance team are available to provide support and guidance. Please email policy@stroud.gov.uk if you have any questions.

4. Document control information (if applicable)

Name	Date	Version	Change