

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): Stuart Pattison	Telephone:01453 754165
	E-Mail: stuart.pattison@stroud.gov.uk
Service: Housing Services	Date of Assessment: 07 Jan 2026

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

Vulnerability and Inclusive Services Policy

Is this new or an existing one? New Policy Framework

3. Briefly describe its aims and objectives

The policy sets out SDC's approach to identifying and supporting tenants who may have additional needs arising from any given vulnerability or a requirement for reasonable adjustments.
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4. Are there external considerations? (Legislation / government directive, etc)

Equality Act 2010

Housing Act 1985

Social Housing Regulation Act 2023

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

The policy will apply to all SDC tenants, regardless of tenure, and will impact all those who may fall within the definition of a vulnerable tenant as set out in the policy. The policy intends to directly benefit those who have a condition, illness or other vulnerabilities or a protected characteristic. It will help to ensure their specific additional needs are recognised and met and that SDC staff are suitably trained to identify, assess and put in place, through reasonable adjustments, support to prevent any detriment, inequality and exclusion.

The policy recognises vulnerability as a changeable state and outlines how SDC will identify, record, and respond to residents’ needs, including through reasonable adjustments and clearer processes for capturing clinical and social vulnerability indicators. It reinforces compliance with the Equality Act 2010 and aligns with SDC’s wider Equality, Diversity, Inclusion, Equity and Belonging framework.

Key operational elements include proactive information gathering by officers, training for all customer facing staff, and the use of checklists and assessment tools to ensure consistent practice.

6. What outcomes are expected?

A more equitable and inclusive service that has a positive impact on tenant wellbeing, life outcomes and tenancy sustainability. Clear guidance and accountability for staff and tenants. Fewer complaints and increased resident satisfaction. Greater compliance with our legal and regulatory obligations including the Consumer Standards.

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

Research across the sector, review of peer landlord policy documents published online.
Previous EIAs.

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

Consultation has been carried out with staff, councillors and involved tenants.
Tenants are involved in the development and review of all SDC policies in line with the consumer standards and are encouraged to ensure their voice is heard and therefore able to shape future services.
61 residents gave feedback on this draft policy which was considered to inform the final document.

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 policy can be provided in a variety of format should the need arise, such as braille, large print or as a talking document. The policy approach will apply to all tenants and residents, regardless of age.

Disability	Positive: The policy can be provided in a variety of format should the need arise, such as braille, large print or as a talking document. The policy makes specific reference to having due regard to the needs of disabled tenants and sets out the provisions and reasonable adjustments that should be considered to ensure fair and equitable access to services and support. Particular consideration has been given to those tenants who may lack capacity to make any informed decision in their own best interests. It sets out in what circumstances officers may consider a tenant to lack capacity and the collaborative approach with statutory services and advocates to ensure actions and decisions are taken in tenants' best interests and to avoid discrimination.
Gender Re-assignment	There is no evidence that the policy will have an impact on any specific gender reassignment.
Pregnancy & Maternity	Positive: The policy advocates consideration and reasonable adjustments are made for all potentially vulnerable individuals including specific protected groups.
Race	There is no evidence that the policy will have an impact on any specific race.
Religion – Belief	There is no evidence that the policy will have an impact on any specific religion, or belief.
Sex	There is no evidence that the policy will have an impact on any specific sex (or gender)
Sexual Orientation	There is no evidence that the policy will have an impact on any specific sexual orientation
Marriage & Civil Partnerships (part (a) of duty only)	There is no evidence that the policy will have an impact on any specific marriage or civil partnership.
Rural considerations: le Access to services; transport; education; employment; broadband;	Positive: The policy makes clear that vulnerability can be a changeable state and reflects social considerations as contributory factors in any individual's potential vulnerability. This could for example include social isolation or financial disadvantage for those in more rural communities without easy access to services.

**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
None Identified			

Declaration

We are satisfied that an Impact Assessment has been carried out on this policy 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: 07 Jan 2026
Role: Tenant Relationship Manager	
Countersigned by Strategic Head of Housing	Date: 07 Jan 2026

	
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Date for Review: March 2029. Please forward an electronic copy to policy@stroud.gov.uk