

Equality Impact Assessment

STAGE 1 – Equality Screening



**STROUD
DISTRICT
COUNCIL**

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

a. Person(s) responsible for this EqIA

Officer responsible: Alison Fisk	Service area: Property Services
Job title: Head of Property Services	Date of assessment: 22/05/2026
Signature: A.S Fisk	

b. Is this a policy, function, strategy, service change or project?

Project

If other, please specify:

c. Name of the policy, function, strategy, service change or project

Redevelopment of The Knoll, South Street, Uley

Is this new or existing? **Already exists and is being reviewed**

Please specify reason for change or development of policy, function, strategy, service change or project

Housing Committee approved the redevelopment of the site subject to an update on key infrastructure considerations

d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?

Aims:

- To replace ageing Swedish Timber and traditionally constructed houses with new build, high quality, inclusive, energy efficient homes (EPC A) with a longer life and lower running and maintenance costs, built to Part M4 (2) of the Building Regulations
- To ensure the council’s new homes meet the expectations of current and future tenants

Objectives:

- To secure planning permission for the scheme design
- To procure a contractor, demolish the houses on the site and build up to 18 new energy efficient, high quality affordable homes in their place
- To increase the number of affordable homes on the site, by increasing density in line with current planning policy
- To create a range of different size accommodation and tenures that responds to local and/or wider housing need and which meet a variety of current and future tenants’ needs through the design of the scheme

Appendix E

Outcomes:	<ul style="list-style-type: none"> The regeneration of this site will result in an expected increase in council owned affordable houses from 5 to an anticipated 18 and in terms of numbers of homes from 8 to 18 (3 properties were privately owned) The replacement of older stock with new homes will result in the council having more sustainable stock in these locations, which is modern, high quality and offers a choice of accommodation types for tenants Tenants will benefit from onsite parking, and lower energy bills Tenants with young children will be able to attend the adjacent school and nursery also helping with school numbers
Benefits:	<ul style="list-style-type: none"> A doubling of affordable homes on this site available for people on the Housing Waiting list See 'Home is where our Health is – strengthening health through housing in Gloucestershire : Report of the Director of Public Health 2025/26 ...' Housing is one of the most powerful and complex drivers of health and wellbeing' Good quality housing directly (positively) impacts physical health, mental wellbeing, educational outcomes, economic prosperity and community stability


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.

There will be negative, short-term impacts in terms of the development (construction traffic, noise, dust) in a small village, and the site access is from a narrow road.
 Ther will be long-term positive impacts with the provision of more affordable housing, built to Part M4(2) of the Building Regulations 'accessible and adaptable dwellings'

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

Name: Caroline Dumas	
Job title: Strategic Director Resource	Date: 28 May 26
Signature:	

Please forward this completed form to the Policy and Governance team via policy@stroud.gov.uk and they will assess whether a stage two is required.

Policy and Governance Review

b. Identify next steps as appropriate	
Stage two required	Yes
Reasoning	The regeneration of this site will significantly impact residents in Uley Parish in both positive and negative ways and therefore equality considerations must be identified to ensure any negative impact on people with protected characteristics and protected groups is reduced wherever possible.
Name	Emma Smith
Job title	Projects and Consultation Officer
Date of review	26 May 2026

Officers do **not need** to complete this section if the Policy and Governance Team have determined that a stage two is not required. If you have been instructed to complete a stage two, please continue to do so in the following section.

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.

[overview-journey-time-accessibility-2022.pdf](#) – Inform Gloucestershire Report on Transport accessibility in Gloucestershire

[Household Projections 2022-2047](#) – Inform Gloucestershire Report on Household Projections

[Local Insight Summary Report](#) – Electoral Division Summary Report (includes Housing and Unemployment statistics)

Appendix E

[JSNA Gloucestershire](#) – Inform Gloucestershire Housing and Health statistics in Gloucestershire

[iodfact2025_stroud.pdf](#) – Inform Gloucestershire Deprivation Report (Stroud District)

[SDC Temporary Accommodation Strategy 2024_27](#)

[SDC Housing , Homelessness and Rough Sleeping Strategy](#)

[GCC Home is where our Health is – strengthening health through housing in Gloucestershire : Report of the Director of Public Health 2025/26](#)

[GRCC Parish Housing Needs Survey Report Feb 2024](#)

[Homeseeker Plus : Common Allocations Policy](#)

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.

SDC has engaged with the local community through several meetings with the Parish Council, the most recent in February 2026 and updates via email; a public meeting in March 2024 and responded directly to correspondence from local residents. The feedback has led to further Road Safety Audits, and signposting residents to support and advice re surface water flooding and local Highways Area Manager. Officers have engaged with the local primary school’s Head teacher, whose concerns re overlooking/safeguarding have been reflected in the scheme layout and unit type. Other concerns relate to the construction phase if planning permission is granted.

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	Positive: New Homes will be built to Part M4(2) of the Building regulations (accessible and adaptable dwellings) and have improved energy efficiency: EPC A	
	Younger people (16-25)	Positive	Opportunities to purchase shared - ownership properties on this site. For those still living at home or renting privately research has shown the impact of poor housing on children is both immediate and long term. Its influence can stretch well into adulthood and potentially the next generation. Improvements to housing...have a significant and long-term influence on children's life chances' Shelter 2006. This negatively impacts on the development and educational achievement of our young people.	
	Children (0-16)	Positive	The site is directly adjacent to a pre-school and Primary School that can be walked to.	
	Other	Choose an item.		
DISABILITY A definition of disability under the Equality Act 2010 is available here .	Physical disability	Positive	Positive: New Homes will be built to Part M4(2) of the Building Regulations (accessible and adaptable dwellings) and have improved energy efficiency: EPC A	
	Sensory impairment (sight, hearing)			
	Mental health			
	Learning disability			

			<p>'The effects of poor housing are not felt equally. People on lower incomes, those with disabilities and marginalised people are more likely to live in substandard or insecure housing' GCC Director of public Health Report.'</p> <p>Providing more, high quality, energy efficient affordable homes can help to address this</p>	
	Other	Choose an item.		
GENDER REASSIGNMENT	How would this affect people whose gender is different from that assigned at birth?	Neutral	Although see above re 'marginalised people'	
MARRIAGE & CIVIL PARTNERSHIP		Neutral		
PREGNANCY & MATERNITY		Neutral		
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	Housing is allocated on Housing Need through Gloucestershire Homeseekers	
	Mixed or multiple ethnicities	Positive Choose an item.	People from Ethnic Minority backgrounds are more likely to live in poor quality housing and rent from the private sector.	
	Asian or Asian British			
	Black, Black British, Caribbean or African			
	Other ethnicities (please specify)			
RELIGION & BELIEF** A list of religions used in the Census is available here	See note	Neutral	As above	
SEX	Men	Neutral		
	Women	Positive	Women are more likely to be victims of domestic abuse (ref	

			Women's Aid) and may need to flee the home	
SEXUAL ORIENTATION	Straight/Heterosexual	Neutral Choose an item.		
	Lesbian			
	Gay			
	Bisexual			
	Other sexual orientation (please specify)			

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.		Positive	Low-income homes are more likely to live in poor quality housing	
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.		Positive	There are low levels of affordable housing in rural areas. Uley has local amenities (community shop/post office/GP Surgery and Primary School) and is on a bus route between Gloucester/ Stroud and Dursley	
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 problem or an addiction and cannot cope without their support. The care they give is unpaid. ¹ Please see		Positive	A carer may result in an additional bedroom need - the proposed scheme includes a variety of house types and accommodation	

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

guidance for considering care experience in EqlAs here .				Appendix E
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 EqlAs here .		Positive	Care experienced individuals aged 18 to 20 have automatic priority to housing	
Other protected groups if applicable (e.g. refugees or asylum seekers, homeless people)		Positive	Homeless people will have a high priority for housing need	

* 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
Any further changes of feedback	No
Name	Emma Smith
Job title	Projects and Consultation Officer
Date of stage two review	28 May 2026

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

Name: Caroline Dumas	
Job title: Strategic Director Resource	Date: 28 May 26

Signature:

A handwritten signature in blue ink, appearing to read "L. M. ...", is placed within a white rectangular box. This box is positioned on a light blue horizontal bar that spans the width of the page.

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.

Once you have sign-off from the relevant Head of Service or Director, please send completed EqIAs to policy@stroud.gov.uk.

4. Document control information (if applicable)

Name	Date	Version	Change