

# 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.glos.ac.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): Emma Smith                      | Telephone:                       |
| Projects and Consultation Officer        | E-Mail: emma.smith@stroud.gov.uk |
| Service: Corporate Policy and Governance | Date of Assessment: 20/03/2025   |

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

Equality, Diversity, Inclusion, Equity and Belonging Policy (EDIEB) 2025 - 2029

Is this new or an existing one?

## 3. Briefly describe its aims and objectives

The EDIEB policy outlines our commitment to addressing inequalities and promoting EDIEB across all areas of our work. The policy consists of three aims: Community, Leadership and Organisational Commitment, and a Diverse and Engaged Workforce. Underpinning these aims are key objectives and actions that will be reviewed and reported on annually through the Annual Action Plan. The Action Plan will allow us to monitor performance and report on progress made against each of the objectives and actions on a regular basis.

The policy uses the [Equality Framework for Local Government from the Local Government Association \(LGA\)](#). This is to ensure we meet our obligations under the [Equality Act 2010](#), including the [Public Sector Equality Duty \(PSED\)](#). This is a statutory duty to ensure that we consider how our policies, programmes, and services will affect people with different protected characteristics. The PSED is a legal requirement for us to have due regard to the aim of eliminating conduct prohibited by the act, advancing equality of opportunity and fostering good relations. It also requires us to monitor the actual impact of the things we do.

The purpose of the policy is to demonstrate how we are meeting our PSED and go above and beyond where possible. The policy sets out how we intend to foster an inclusive working environment where people are treated fairly, diversity and representation in the workforce is embraced, and different people's needs are tailored to achieve equal outcomes.

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

Equality Act 2010

Public Sector Equality Duties (PSED)

Socio-economic Duty

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

All those that live, work, and visit the Stroud district will benefit from this policy. More specifically those that engage with the council, whether that be our council tenants, customers, members, councillors, employees or partners. The policy ensures those with protected characteristics are considered when undertaking all work at the council.

The policy demonstrates our commitment to meet the Equality Act 2010, but also ensures we go above and beyond in our work wherever possible. The policy will help us as a council to:

- Deliver accessible, inclusive and responsive services to customers and residents in our communities, including those from under-represented groups.
- Employ a workforce that reflects the diversity of the Stroud district, and wherever this isn't possible, work towards how we can achieve that.
- Provide equality of opportunity to all our staff.
- Meet the requirements of the Public Sector Equality Duty (PSED).

This policy protects our staff, residents and communities from being discriminated against for any of the nine protected characteristics. The policy acts as guidance for officers to understand and navigate the legal framework but also outlines what our commitment is as a local authority to advance equality of opportunity and foster good relations between people who share a protected characteristic, and those that do not. This could be providing reasonable adjustments to an employee's working environment who has a disability, ensuring potential tenants aren't denied access to housing based on their age, or if a promotion is withheld from a person because they are pregnant, to name a few examples. The policy protects people from unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the act.

It incorporates initiatives that are identified by the council which will allow us to deliver good quality outcomes, build equality into our processes and practices, become an inclusive employer, and allow us to self-assess our progress using Equality Impact Assessments (EQIAs) and our Annual Action Plan.

## 6. What outcomes are expected?

The EDIEB policy includes a variety of aims that are designed to ensure equality, fairness, inclusion, and foster good relations between our staff, residents, and the wider community. It encourages a working environment where everyone feels safe, has a sense of belonging, and is empowered to be their true self.

The actions underpinning the aims are intended to create positive outcomes for advancing opportunity for disadvantaged groups/communities. These outcomes include:

- Providing fair and inclusive services and employment opportunities for everyone in Stroud District.
- Developing and embedding our equality objectives as part of our annual action plan.
- Having 'due regard' to each of the nine protected characteristics and promoting and embedding them in everything that we do.
- Eliminating unlawful discrimination; advancing equality of opportunity and fostering good relations between individuals and community groups.
- Promoting and celebrating diversity in the Stroud District.
- Creating a safe working environment that provides a sense of belonging across the organisation.

Further consultation and individual EQIAs will take place for specific projects, proposals and policies as part of the ongoing development and completion of the specific actions in the action plan. The action plan will be reported on annually at full Council.

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

- Local Government Association's [equality framework for local government](#). The framework has four improvement modules:
  1. Understanding and Working with your Communities
  2. Leadership and Organisational Commitment
  3. Responsive Services and Customer Care
  4. Diverse and Engaged Workforce

This is the framework we have used to develop our three key objectives.

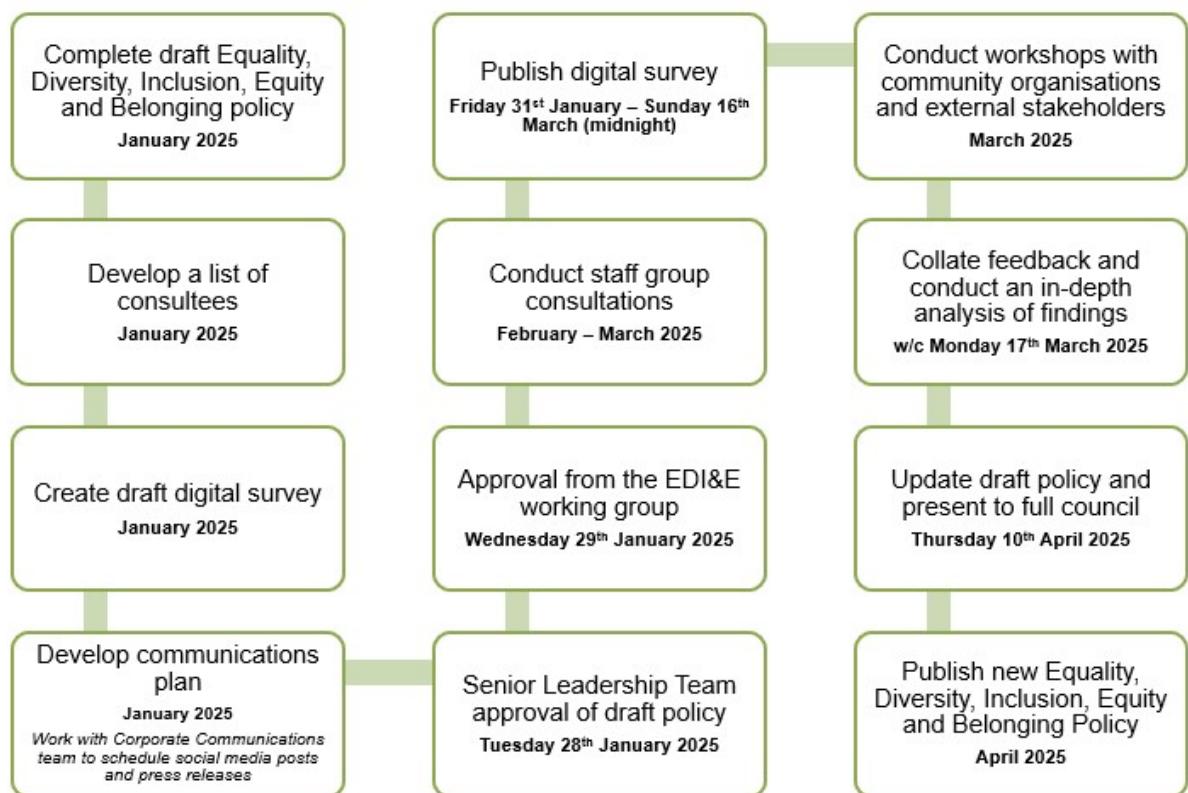
- [Public Sector Equality Duty \(PSED\)](#) guidance for public authorities.
- Responses to the public consultation held between January and March 2025. A Summary Analysis of the Public Consultation Results can be found at Appendix C, and all the qualitative consultation responses and a list of consultees can be found at [Appendix D](#).
- We have used the [National Offender Management Information System \(NOMIS\)](#), Official Census and Labour Market Statistics, the [Office of National Statistics Census \(ONS, 2021\)](#) and [Inform Gloucestershire](#) to pull out key statistics that related to the aims and objectives of the EDIEB Policy. These included:
  - Population (121,100)
  - Number of households (52,400)
  - Age
  - Sex
  - Gender identity
  - Race and ethnicity
  - Sexual orientation

- Religion
  - Armed forces veterans
  - Employment
  - Household deprivation
  - Disability
- Workforce statistics and research were used as additional evidence to understand our demographic and if we are representative of the Stroud district. This was undertaken with support from service areas across the Council and included in the policy to see how representative we are of our district.

Understanding the demographics of the Stroud district has been essential to the development of the EDIEB Policy. Research has begun to identify some of the specific needs of the district and therefore what the EDIEB Policy should seek to address, in particular regarding support for those with protected characteristics.

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

The consultation plan was developed in collaboration with the Equality, Diversity, Inclusion, Equity and Belonging (EDIEB) Working Group at the council. The timeline for the consultation can be seen below.



The list of consultees was approved by the working group, and suggestions were made regarding any other community groups or organisations that should be consulted with. A digital communications plan was developed with the corporate communications team to ensure the consultation was promoted and shared as widely as possible. We ensured that we used different methods to seek feedback from hard-to-reach audiences.

In order for us to hear from young people within the district, we created a shorter version of the survey that was distributed at voter-registration events in local secondary schools and colleges. We issued the same surveys at our reception desk at Ebley Mill, to capture those visiting the council.

We also invited community groups to consultation workshops so they could provide feedback from their service users' perspectives. This supported with seeking feedback from those who are harder to reach. We also conducted workshops both online and in-person so we could hear from as many different people as possible.

We worked collaboratively with our Members in dedicated workshops and with and parish and town councils at a strategic forum meeting, to seek their views on the aims and objectives of the policy and whether they agree with them, whether any challenges or opportunities were missing from the policy, any ways the council can implement the policy that weren't included in the draft action plan, and any other gaps identified. These took place both online and face-to-face.

There was a public consultation that took place for 6 weeks from 31<sup>st</sup> January – 16<sup>th</sup> March 2025. All feedback from this consultation can be found at Appendix C and [Appendix D](#).

The consultation consisted of:

- Online digital survey available on our '[Have your say](#)' section of the website
- Physical hard-copy surveys distributed to schools and colleges at voter-registration events
- Physical hard-copy surveys at reception, Ebley Mill
- Workshops with Members, Parish and Town Councils, Community Organisations, and Staff Groups.
- Email feedback requested from Residents, Officers, Local Strategic Partnership, Youth Council, Community Organisations and Neighbouring Councils.

## 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   | Whilst the EDIEB Policy aims to provide a positive impact for all individuals living, working and visiting the district, individual EQIAs will be completed as part of the ongoing development and implementation of specific projects and initiatives which make up the Annual Action Plan. This is to ensure the council's statutory duty to promote equality of opportunity and good relations is fully considered. |
| Disability  |  |
| Gender Re-assignment                                  |  |
| Pregnancy & Maternity                                 | The purpose of the EDIEB Policy is to demonstrate Stroud District Council's commitment to meeting the General Equality Duty and Public Sector Equality Duty (PSED) in order to have a positive impact on those with protected characteristics.   |
| Race  |  |
| Religion – Belief                                     |  |
| Sex   |  |
| Sexual Orientation                                    | The Action Plan sets out specific actions with expected outcomes that we hope to deliver over this period, which intend to foster good relations and advance equality of opportunity.  |
| Marriage & Civil Partnerships (part (a) of duty only) | By embedding EDIEB into our culture through this policy and action plan, it is anticipated that there will be a positive impact on those with protected characteristics, but it is important to consider the individual  |

|   |  |
|---|--|
|   | <p>pieces of work that will make up the annual action plan, where EQIAs will further clarify the impact on all protected groups.</p>   |
| <b>Rural considerations:</b><br>i.e. Access to services; transport; education; employment; broadband; | <p>There are some specific rural considerations within the annual action plan that may affect residents in the Stroud district, including:</p> <ul style="list-style-type: none"> <li>• Hard-to-reach residents; some of these people may be living in less populated areas of the Stroud district with limited access to their own transport or public transportation.</li> <li>• Those who are digitally excluded; those with limited or no access to the internet.</li> <li>• Under-represented groups: People with protected characteristics who aren't significantly represented by the demographic of the Stroud district.</li> </ul> <p>Improve accessibility of communication: We need to ensure that all our communications are accessible to everyone, in particular those with disabilities, limited English proficiency, and other marginalised groups.</p> <p>Demonstrate our commitment to EDIEB when recruiting for job roles: Understanding that some applicants may have difficulty with transport to the workplace and having access to broadband to work from home and making considerations where possible to suit these applicants.</p> <p>Aside from our specific considerations within the annual action plan, we also implement the Socio-economic Duty. This duty requires public bodies to adopt transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class. This duty is not implemented by the UK Government yet, but as a council, we believe that the Socio-economic Duty offers a useful tool for public authorities to actively consider the way in which policies and strategic decisions can address inequalities within the wider Public Sector Equality Duty requirements.</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?**

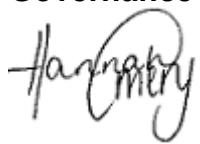
| Action(s): | Lead officer | Resource                      | Timescale |
|------------|--------------|-------------------------------|-----------|
|            |              | No negative impact identified |           |

**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

|   |                         |
|---|-------------------------|
| <b>Completed by:</b> Emma Smith   | <b>Date:</b> 20/03/2025 |
| <b>Role:</b> Projects & Consultation Officer  |                         |
| <b>Countersigned by Head of Service/Director:</b><br><b>Hannah Emery, Head of Corporate Policy and Governance</b> |                         |



**Date for Review:** Please forward an electronic copy to [policy@stroud.gov.uk](mailto:policy@stroud.gov.uk)