

## 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: <a href="mailto:stuart.pattison@stroud.gov.uk">stuart.pattison@stroud.gov.uk</a>
Service: Housing Services	Date of Assessment: 10 Aug 2025

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

Income Management Strategy
----------------------------

Is this new or an existing one? Existing policy reviewed

### 3. Briefly describe its aims and objectives

<p>The strategy sets out SDC's approach to income collection, covering rent and service charges as well as other income such as sundry debts. Rent is the lifeblood of the service and it is important that we establish a positive payment culture and have a robust approach to supporting tenants to pay. We are committed to ensuring that, through the strategy, the needs of our residents are being met and that local people have access to genuinely affordable homes.</p> <p>This strategy demonstrates Stroud District Council's commitment to ensuring that, through</p>
--

enhanced joint working processes, the Council has the ability to shape the affordability and security of all properties owned, advertised and let through us to the district's residents.

#### **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 strategy will impact all tenants and leaseholders as well as those who may wish to access affordable and well maintained and managed Council housing in the future. The strategy intends to ensure their best interests by promoting a positive payment culture and robust support and escalation processes to maximise income to the HRA and enable tenants to sustain their tenancies. It sets out how we will work collaboratively with third parties to provide the necessary support for our residents, increasing our impact in this area. The strategy will assist Council officers to ensure a high quality, consistent and robust approach to income management, with clear guidance and processes to manage accounts effectively.

#### **6. What outcomes are expected?**

Maximise income to the HRA through effective and efficient collection of rent and other charges, improved outcomes for residents including tenancy sustainment and upskilling around budgeting and money management. The strategy will ensure the long term sustainability of the HRA and ensure SDC meets its regulatory obligations under 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)**

Consultations with residents, Members and other stakeholders including the VCS, DWP and Revs and Bens.

Research across the sector, through Housemark, HQN and CIH.

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 reviewing of all SDC strategies in line with the consumer standards and are encouraged to ensure their voice is heard and therefore able to shape future services.

Members and other stakeholders were also consulted through a series of workshops to shape and inform the strategy development and commitments.

#### **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
Disability	The policy can be provided in a variety of format should the need arise, such as braille, large print or as a talking document
Gender Re-assignment	There is no evidence that the framework will have an impact on any specific gender reassignment.
Pregnancy & Maternity	There is no evidence that the framework will have an impact on any specific protected groups.
Race	There is no evidence that the framework will have an impact on any specific race.
Religion – Belief	There is no evidence that the framework will have an impact on any specific religion, or belief.
Sex	There is no evidence that the framework will have an impact on any specific sex ( gender)
Sexual Orientation	There is no evidence that the framework will have an impact on any specific sexual orientation
Marriage & Civil Partnerships (part (a) of duty only)	There is no evidence that the framework will have an impact on any specific marriage or civil partnership.
Rural considerations: le Access to services; transport; education; employment; broadband;	There is no evidence that the framework will have an impact on rural considerations as part of our ongoing commitment to engagement and consultation will always be to take individual needs into account. The strategy sets out arrangements for all communities, including those in rural areas, to access services though a range of channels.


**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

**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:Stuart Pattison	Date:10 Aug 2025
Role:Head of Tenant Relationships	
Countersigned by Head of Service/Director: 	Date: 10 August 2025

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