

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): Hannah Barton	Telephone:
Policy and Performance Manager	E-Mail: hannah.barton@stroud.gov.uk
Service: Corporate Policy and Governance	Date of Assessment: 30 January 2026

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

Council Plan 2025-29 – 2025/26 Annual Review

Is this new or an existing one?

3. Briefly describe its aims and objectives

The Council Plan is a strategic plan which outlines what Stroud District Council plans to deliver to the community over the coming years. It sets out the activity to be undertaken by the authority and identifies achievable actions which will create positive outcomes for individuals and communities.

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

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

The whole population of the district will be affected. The Council Plan is an overarching document which is designed to create positive impacts for people who live, work and visit the district. It should not have an adverse impact on any groups or individuals as its purpose is to make the Council's practices and services more effective, fair and accessible for all. The Plan aims to create inclusive communities and foster good community relations. Key initiatives are involving and engaging communities and supporting them to be involved in decision making.

6. What outcomes are expected?

The Council Plan includes a range of initiatives and different projects which are designed to provide positive outcomes for the wider community.

The ambitions of the Plan are aimed at creating positive outcomes for advancing opportunity for disadvantaged groups/communities and fostering good relations with people who do not share a protected characteristic.

Further consultation and individual Equality Impact Assessments for the range of initiatives will take place as part of the ongoing development and completion of the specific actions and projects contained within the plan.

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

The review and reprioritisation of the Council Plan has largely been driven by the plans for Local Government Reorganisation and Devolution in Gloucestershire, and the Fair Funding settlement.

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

Consultation has taken place with Lead Officers responsible for delivering the actions, and with the Strategic Leadership Team and Leadership and Management Team.

Workshops were held with each policy committee and Audit & Standards Committee, with recommendations from each of these considered at a workshop with the Administration Leadership Team.

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 Council Plan 2025-2029 aims to provide a positive impact for all individuals living, working and visiting the district, individual Equality Impact Assessments will be conducted as part of the ongoing development and implementation of specific projects and initiatives which make up the Council Plan. This is to ensure the council's statutory duty to promote equality of
Disability	
Gender Re-assignment	

Pregnancy & Maternity	<p>opportunity and good relations is fully considered.</p> <p>Without full consideration of all of the actions and initiatives this EIA will provide for a neutral impact on all protected groups, although as stated above, it is anticipated that all initiatives will have a positive impact.</p>
Race	
Religion – Belief	
Sex	
Sexual Orientation	
Marriage & Civil Partnerships (part (a) of duty only)	
Rural considerations: le Access to services; transport; education; employment; broadband;	

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

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: Hannah Barton	Date: 30 January 2026
Role: Policy and Performance Manager	
Countersigned by Head of Service/Director:  Hannah Emery, Head of Policy, Governance and Engagement	Date: 2 February 2026

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