

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.goucestershire.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): Owen Chandler	E-Mail: owen.chandler@stroud.gov.uk
Service: Policy & Governance	Date of Assessment: 09/06/2025

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

Data Intelligence Strategy 2025-2029

Is this new or an existing one?

New

3. Briefly describe its aims and objectives

This Data Intelligence Strategy outlines Stroud District Council's approach to improving the ways we use data across the organisation to support the delivery of the Council Plan over the next four years and develop our readiness for local government reorganisation.

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

- Local Government Reorganisation
- Data (Use and Access) Bill

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

Council staff and members – Improved insight, analysis and planning from data driven decisions using data analysis techniques.

Stakeholders of the Council – Improved transparency and accountability from the same techniques.

6. What outcomes are expected?

Improved data driven decision making.

Improved use of technology, systems, and investment in data skills for staff.

Improved transparency and accountability through data storytelling mixing data and narrative.

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

Research, other strategies, local government association papers, consultations (non-public).

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

Officers, SLT, LMT, Members.

9. Could a particular group be affected differently in either a negative or positive way?

Protected Group	Type of impact, reason and any evidence (from Q7 & 8)
All protected groups	Positive – The improvements in data skills, quality, availability and governance are intended to lead to improved decision making for better outcomes. This should mean that we are better able to identify needs, plan services and demand more effectively, and improve the way data is handled and accessed. Improving our data intelligence capability will also support improvements in the identification and mitigation of biases in algorithmic and AI systems.
Rural considerations: ie Access to services; transport; education; employment; broadband;	Positive - Increased use of data will help identify areas of rural deprivation or isolation and help target the right support for individuals and communities.

Declaration

I/We are satisfied that an Impact Assessment has been carried out on this strategy 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: Owen Chandler	Date:09/06/2025
Role: Data & Information Governance Manager	
Countersigned by Head of Service/Director: Hannah Emery Head of Policy, Governance & Engagement	Date: 11/06/2025 

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