

Equality Impact Assessment



Introduction

An Equality Impact Assessment (EqIA) is a tool to help local authorities ensure their policies, and the ways they carry out their functions, do what they are intended to do and for everybody.

The Equality Act 2010 includes a Public Sector Equality Duty (PSED) which requires public authorities to try and eliminate discrimination; advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it and promote equality and good relations across a range of protected characteristics.

The protected characteristics are:

Age	Disability	Gender Reassignment
Marriage and civil partnership	Pregnancy and maternity	Race
Religion or belief (including lack of belief)	Sex	Sexual orientation

The council also considers specific protected groups to ensure they are reflected in strategic decision-making. These include:

Armed forces personnel and Veterans	Carers	Care leavers
Socio-economically disadvantaged	Rural communities	

An EqIA should be completed with the full range of protected characteristics considered during the initial stages of developing new strategies, policies, functions or services, prior to starting a procurement exercise and before decisions are made, e.g. at committee or council meetings.

Examples of when an EqIA should be completed are:

Any proposals to introduce or add to a service	Any proposals to adopt policy priorities, legislation, strategies and plans
Any proposals to remove, reduce or alter a service	Changes to staffing structure where groups of employees are likely to be negatively affected
Any new policies or changes to policies	Any proposals in relation to procured or commissioned services

The EqIA consists of two key stages. Stage one is an initial equality screening, which must be reviewed by the Corporate Policy & Governance Team. This review determines whether the second stage, a full equality impact assessment, is required.

Stage 1 - Equality Screening

Whenever a policy/service/function is reviewed, changed, developed or removed, an initial equality screening will need to be undertaken. This will help establish whether a full assessment is needed. This should be done at an early stage of the process so that it is part of policy, strategy, and project development. You must circulate a copy of the equality screening to policy@stroud.gov.uk where they will determine whether a stage two assessment will need to be completed.

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If it is determined that a stage two does not need to be completed, you must circulate the screening to your head of service where they will sign if off and you can then forward the signed-off copy to policy@stroud.gov.uk for their records.

Stage 2 – Equality Impact Assessment

If it is determined that a stage two is required, the full EqIA seeks to identify the impact on people with protected characteristics or protected groups that have been considered, including any mitigating actions proposed, and ensures decisions are based on evidence.

The EqIA should then be circulated to policy@stroud.gov.uk for feedback and then agreed and signed off with the appropriate Head of Service or Director and should be included as an appendix to your covering report for committee or Council, along with commentary on the assessment in the main body of the committee or Council report.

STAGE 1 – Equality Screening

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

a. Person(s) responsible for this EqIA

Officer responsible: Hannah Drew	Service area: Community Services
Job title: Communities Development Manager	Date of assessment: 28.7.26
Signature: H.Drew	

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

Other

If other, please specify: Public Space Protection Order

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

Extension of Public Space Protection order related to Stroud and Dursley Town Centre

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

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

Aims:

To maintain safe, welcoming and inclusive public spaces within Stroud and Dursley town centres by continuing the use of Public Spaces Protection Orders (PSPOs) to prevent and address alcohol-related anti-social behaviour, supporting the objectives of the Stroud District Community Safety Partnership Action Plan 2023-2026.

Objectives:	The objectives are to retain the current PSPOs for a further three years, providing Police and authorised Council officers with the necessary powers to tackle alcohol-related anti-social behaviour. The extension will help reduce nuisance and disorder associated with street drinking, respond to the concerns raised by residents and businesses, support partnership working, and contribute to wider efforts to address the causes and consequences of anti-social behaviour across both town centres.
Outcomes:	The expected outcomes of extending the PSPOs are the continued availability of enforcement powers to deal with alcohol-related anti-social behaviour, increased public confidence in community safety measures, and improved perceptions of safety within Stroud and Dursley town centres. The Orders will support a reduction in nuisance behaviours linked to street drinking and help create public spaces that residents, visitors and businesses can enjoy with greater confidence.
Benefits:	Extending the PSPOs will provide benefits to residents, visitors, businesses and partner agencies by helping to create cleaner, safer and more attractive town centres. The Orders will enable proportionate enforcement action where necessary, support local economic activity by improving the town centre environment, and assist the Council and Police in delivering their community safety objectives. The strong level of public support identified through consultation also demonstrates that retaining the PSPOs aligns with community expectations and priorities.

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.

The extension of the Public Spaces Protection Orders (PSPOs) in Stroud and Dursley town centres is expected to have a positive impact on community safety, public confidence and the overall quality of the town centre environment by enabling the Council and Police to continue addressing alcohol-related anti-social behaviour. The Orders will help reduce incidents of nuisance, intimidation and disorder, creating safer and more welcoming public spaces for residents, visitors and businesses. No direct adverse impacts have been identified for any protected characteristic groups under the Equality Act 2010, as the PSPO targets behaviour rather than individuals. While there is a potential risk of disproportionate impact on some vulnerable people, including those experiencing homelessness or substance dependency, enforcement will remain proportionate and will be supported by

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appropriate outreach and safeguarding measures. Overall, the extension is expected to support those who may feel most vulnerable to anti-social behaviour, including older people, disabled people, women and families, by improving perceptions of safety and wellbeing within the town centres

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

Name: Ange Gillingham

Job title: Head of Community Services

Date: 12/8/2026

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 assessment relates to public spaces within the whole district and impacts everyone.

Name

Emma Smith

Job title

Projects and Consultation Officer

Date of review

7 August 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.

Online Public consultation

Researched on Inform Gloucestershire – 2024 data for Stroud District

Population: 125,680

Age groups: 0-15 17.02%, 16-64 59.11% and 65+ 23.87

Research on Inform Gloucestershire – Gloucestershire Community Safety Strategic Needs Assessment

- Anti-Social Behaviour incidents were most common in Cheltenham and Gloucester City, where rates were notably higher than the regional and national averages
- Town and city centres were hotspots for ASB
- The largest proportional increases this year were in Stroud and Cheltenham

Carried out a review on other authorities' PSPOs – Gloucester City Council & Cheltenham Borough Council.

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.

Consultation has taken place over a 6-week period from 22/06/2026 to 02/08/2026.

Consultation method

Email survey to Chief Officer of Police, the local policing body, community representatives, Community Safety Partnership and owner/occupiers of land covered in the orders. The consultation has been publicised widely through the Council's website (have your say), Facebook, press releases to local media, direct e-mails to Town and Parish Councils, contact with community groups.

Paper responses via a paper survey on our website and paper forms were available at Ebley Mill reception.

A formal summary of the consultation results

The whole joint consultation received 371 online responses, 3 paper responses and 8 written comment responses. Totalling 374 responses.

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	The PSPO applies to all individuals regardless of age and is intended to reduce alcohol-related anti-social behaviour in public places where behaviour causes, or is likely to cause, nuisance, alarm, harassment or distress. The expected impact is positive for older people, children and families, and younger people using Stroud and Dursley town centres, as improved management of alcohol-related anti-social behaviour should support safer, more welcoming and more accessible public spaces. Enforcement through fixed penalty notices or prosecution would only apply to adults.	
	Younger people (16-25)			
	Children (0-16)			
DISABILITY A definition of disability under the Equality Act 2010 is available here .	Physical disability	Positive	The PSPO is expected to have a positive impact for disabled people, including people with physical disabilities, sensory impairments, mental health conditions or learning disabilities, by helping to reduce disorder, intimidation and nuisance associated with alcohol-related anti-social behaviour in town centre public spaces.	
	Sensory impairment (sight, hearing)			
	Mental health			
	Learning disability			
GENDER REASSIGNMENT	How would this affect people whose gender is different from that assigned at birth?	Neutral	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of Gender Re-assignment.	

MARRIAGE & CIVIL PARTNERSHIP		Neutral	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of Marriage & Civil Partnership.	Appendix A
PREGNANCY & MATERNITY		Neutral	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of Pregnancy & Maternity.	
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	There is no identified direct or indirect disproportionate impact on residents or visitors on the grounds of race, religion or belief, sex, sexual orientation. The PSPO applies to behaviour in a defined public place rather than to any individual or group. Enforcement must be applied consistently, objectively and proportionately, with decisions based on observed behaviour and the legal test for alcohol-related anti-social behaviour rather than assumptions about identity, appearance or background.	
	Mixed or multiple ethnicities			
	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			
SEX	Men			
	Women			
SEXUAL ORIENTATION	Straight/Heterosexual			
	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		Neutral	The service has considered socio-economic deprivation in relation to the issuing of Fixed Penalty Notices (FPNs) and the potential impact on	

financial situation. These include factors like employment, education, health, income, living environment, crime, and access to housing.

individuals on low incomes. Consequently, the FPN has been set at a lower level and includes a reduced payment option for early settlement. The Public Spaces Protection Order (PSPO) is primarily used as a tool to facilitate positive engagement with individuals, enabling officers to provide advice, education, and signposting to appropriate support services where needed. Enforcement action, including the issuing of an FPN, is considered only where engagement and voluntary compliance have not been successful.

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.

Neutral

There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of the PSPO's applying to town centres .

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 guidance for considering care experience in EqlAs [here](#).

Neutral

There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of carers.

¹ NHS commissioning » Who is considered a carer?

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 .		Neutral	There is no estimated direct or indirect disproportionate impact of these proposals to residents on the grounds of care leavers.	Appendix A
Other protected groups if applicable (e.g. refugees or asylum seekers, homeless people)		Neutral, with safeguards	N/a	

* 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](#)

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Policy and Governance Review

a. Stage two sign-off

Stage two review completed	Yes
Any further changes or feedback	No
Name	Emma Smith
Job title	Projects and Consultation Officer
Date of stage two review	12 August 2026

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

Name: Angela Gillingham	
Job title: Head of Community Services	Date: 25/8/2026

A handwritten signature in black ink, appearing to read "A. Gilligan". The signature is written in a cursive, flowing style.

Signature:

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
Ensure enforcement guidance and officer briefings emphasise that the PSPO addresses alcohol-related anti-social behaviour, not responsible alcohol consumption or personal circumstances.	Before implementation and ongoing during Order period	Community Services / Community Safety Lead

b. Public reporting

All completed EqlAs are required to be publicly available on the Council's [website](#) once they have been signed off. EqlAs 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 EqlA and any actions that may be taken to mitigate impacts.

Individual services are responsible for conducting the EqlA 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 EqlAs to policy@stroud.gov.uk.

4. Document control information (if applicable)

Name	Date	Version	Change