Equality Impact Assessment

STAGE 1 – Equality Screening

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

a. Person(s) responsible for this EqIA	
Officer responsible: Alison Fisk	Service area: Property Services
Job title: Head of Property Services	Date of assessment: 19/08/2026
Signature: A.S Fisk	

b. Is this a policy, function, strategy, service change or project?	Project
If other, please specify:	

c. Name of the policy, function, strategy, service change or project	
Acquisition of affordable homes	
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	
Housing Committee approved a budget for acquisitions which is now largely committed. Additional budget is being sought.	

d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?	
Aims:	• To add to the council's housing stock with more new build, energy efficient homes (EPC B minimum) with a longer life and lower running and maintenance costs • To ensure the council's new homes meet the expectations of current and future tenants
Objectives:	• To increase the number of affordable homes owned and managed by the council by acquiring properties from developer's or on the open market • To prevent the loss of affordable homes from developers through viability arguments or lack of interest from other Registered providers (Housing Association)
Outcomes:	• An increase in affordable homes owned by the council and within the District, available to people on the Housing waiting list
Benefits:	• See 'Home is where our Health is – strengthening health through housing in Gloucestershire : Report of the Director of Public Health 2025/26 …'Housing is one of the most powerful and complex drivers of health and wellbeing' • Good quality housing directly (positively) impacts physical health, mental wellbeing, educational outcomes, economic prosperity and community stability

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.*	
There will be long-term positive impacts with the provision of more new-build affordable housing in the district	

a. Head of Service/Director sign off for stage one assessment	
Name: Caroline Dumas	
Job title: Strategic Director Resource	Date: 28/08/26
Signature: 	

Policy and Governance Review

b. Identify next steps as appropriate	
Stage two required	Yes
Reasoning	**The proposal for additional budget will build more homes in the district and equalities impacts should be considered in their development.**
Name	**Emma Smith**
Job title	**Projects and Consultation Officer**
Date of review	**28 August 2026**

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.*
Household Projections 2022-2047 – Inform Gloucestershire Report on Household Projections
Local Insight Summary Report – Electoral Division Summary Report (includes Housing and Unemployment statistics)
JSNA Gloucestershire – Inform Gloucestershire Housing and Health statistics in Gloucestershire
iodfact2025_stroud.pdf – Inform Gloucestershire Deprivation Report (Stroud District)
SDC Temporary Accommodation Strategy 2024_27
SDC_ Housing , Homelessness and Rough Sleeping Strategy
GCC Home is where our Health is – strengthening health through housing in Gloucestershire : Report of the Director of Public Health 2025/26
GRCC Parish Housing Needs Survey Report Feb 2024
Homeseeker Plus : Common Allocations Policy

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?	**No**

- 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.

Adding to the council's affordable housing stock is an action in the Council Plan which has been consulted on.

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	Positive: New Homes will be built to modern standards and have improved energy efficiency: EPC B	
	Younger people (16-25)	Positive	Opportunities to purchase shared - ownership properties. For those still living at home or renting privately research has shown the impact of poor housing on children is both immediate and long term. Its influence can stretch well into adulthood and potentially the next generation. Improvements to housing…have a significant and long-term influence on children's life chances' Shelter 2006. This negatively impacts on the development and educational achievement of our young people.	
	Children (0-16)	Positive	see above	
	Other	Choose an item.		
DISABILITY A definition of disability under the Equality Act 2010 is available here.	Physical disability	Positive	Positive: New Homes will be built to modern standards and have improved energy efficiency: EPC B min. 'The effects of poor housing are not felt equally. People on lower incomes, those with disabilities and marginalised people are more likely	
	Sensory impairment (sight, hearing)			
	Mental health			
	Learning disability			

			to live in substandard or insecure housing' GCC Director of public Health Report.' Providing more, high quality, energy efficient affordable homes can help to address this	
	Other	Choose an item.		
GENDER REASSIGNMENT	How would this affect people whose gender is different from that assigned at birth?	Neutral	Although see above 'marginalised people are more likely to live in substandard or insecure housing'	
MARRIAGE & CIVIL PARTNERSHIPI		Neutral		
PREGNANCY & MATERNITY		Neutral		
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	Housing is allocated on Housing Need through Gloucestershire Homeseekers	
	Mixed or multiple ethnicities	Positive Choose an item.	People from Ethnic Minority backgrounds are more likely to live in poor quality housing and rent from the private sector.	
	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	Neutral		
SEX	Men	Neutral		
	Women	Positive	Women are more likely to be victims of domestic abuse (ref Women's Aid) and may need to flee the home	
SEXUAL ORIENTATION	Straight/Heterosexual	Neutral Choose an item.		
	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 financial situation. These include factors like employment, education, health, income, living environment, crime, and access to housing.		Positive	Low-income homes are more likely to live in poor quality housing	
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.		Positive	There are low levels of affordable housing in rural areas. Some of the acquisitions may be in more rural areas.	
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 EqIAs here.		Positive	A carer may result in an additional bedroom need -s106 acquisition requirements are set by the Housing strategy Manager to reflect local housing need and include a variety of house types and accommodation	
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		Positive	Care experienced individuals aged 18 to 20 have automatic priority to housing	

[1] NHS commissioning » Who is considered a carer?

13 weeks or more. Please see guidance for considering care experience in EqIAs here.				
Other protected groups if applicable (e.g. refugees or asylum seekers, homeless people)		Positive	Homeless people will have a high priority for housing need	

* 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

Policy and Governance Review

a. Stage two sign-off	
Stage two review completed	Yes
Any further changes of feedback	No
Name	Emma Smith
Job title	Projects and Consultation Officer
Date of stage two review	28 August 2026

a. Head of Service/Director sign off for stage two assessment	
Name: Caroline Dumas	
Job title: Strategic Director Resources	Date: 28 August 2026
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

b. Public reporting

All completed EqIAs are required to be publicly available on the Council's website once they have been signed off. EqIAs 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 EqIA and any actions that may be taken to mitigate impacts.

Individual services are responsible for conducting the EqIA 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.

4. Document control information (if applicable)

Name	Date	Version	Change