

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.

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 it off and you can then forward the signed-off copy to policy@stroud.gov.uk for their records. (you do not need to attach a stage 1 to your report)

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: 10/7/26

Signature: H.Drew

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

Other

If other, please specify: Action plan

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

Stroud district Youth Action Plan

Is this new or existing?

New or proposed

Please specify reason for change or development of policy, function, strategy, service change or project

In 2024, Stroud District Council began developing a Youth Action Plan through a new, partnership-led approach that placed collaboration and youth voice at its centre. Working with Active Gloucestershire, SDC brought together a wide range of community stakeholders and organisations through a series of dynamic systems modelling workshops focused on the shared ambition that children and young people aged 11 to 25 should be happy, healthy, safe, included and empowered to achieve their full potential. Alongside this, SDC's Youth Team worked with local youth organisations, including Creative Sustainability, Minchinhampton Youth Club, Nailsworth Youth Club, The Door, Krunch Southwest and Stroud District Youth Council, to deliver a youth consultation programme. The resulting Action Plan reflects SDC's commitment to listening to young people, responding to their needs and creating inclusive opportunities, while also strengthening existing partnerships and building new relationships across the district's youth sector.

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

Aims:

The aim of the Youth Action Plan is to create a coordinated, partnership-led approach that enables children and young people aged 11–25 across the Stroud District to be happy, healthy, safe, included and empowered. The plan seeks to ensure that young people's voices are central to decision-making and that

	services, opportunities and support are shaped around their needs, aspirations and lived experiences.
Objectives:	The plan's objectives are to strengthen youth participation and influence; improve access to safe, inclusive spaces and support services; enhance mental health and wellbeing; develop the youth workforce; tackle inequalities and barriers to access; increase collaboration between partners; expand opportunities for learning, volunteering and enrichment; support preventative approaches to community safety; encourage climate action; and establish robust accountability and measurement arrangements. These objectives are aligned with both the National Youth Strategy and Gloucestershire's One Plan
Outcomes:	The intended outcomes are that young people feel more connected to their communities, have greater influence over decisions that affect them, access a wider range of positive opportunities, benefit from stronger support networks, experience improved wellbeing and resilience, and are better prepared for adulthood. The plan also aims to deliver a more coordinated and sustainable youth sector through stronger partnership working and investment in workforce development.
Benefits:	The Youth Action Plan will provide benefits for young people, communities and partner organisations by creating a shared vision and framework for action across the district. It will maximise the impact of available resources, strengthen collaboration between statutory and voluntary sector organisations, improve the quality and accessibility of support for young people, and ensure that future investment is informed by evidence, consultation and youth voice. Ultimately, it will help create a district where all young people have the opportunity to thrive, participate and achieve their full potential.

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 Youth Action Plan will have a positive impact by creating a coordinated, partnership-led approach to improving outcomes for young people across the Stroud District. Shaped by consultation with more than 350 young people and a wide range of stakeholders, the plan will strengthen youth voice, improve access to safe and inclusive spaces, enhance wellbeing and mental health support, develop the local youth workforce, increase opportunities for learning, volunteering and employment, and promote stronger collaboration between organisations. By aligning local priorities with national and county strategies, the plan will help ensure that young people feel heard, valued and supported, while creating more resilient communities and a stronger, more sustainable youth sector across the district.

Appendix E

Head of Service/Director sign off for stage one assessment

Name: Angela 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**Identify next steps as appropriate**

Stage two required	Yes
Reasoning	This proposal directly impacts young people and therefore equality considerations must be made on this group.
Name	Emma Smith
Job title	Projects & Consultation Officer
Date of review	22 July 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.

a) 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 on accessing data and insights.](#)

National Youth Agency – Youth Matters: Your National Youth Strategy [National Youth Strategy - National Youth Agency](#)

Gloucestershire County Council One Plan - [One Plan for children and young people in Gloucestershire 2024-2030 | Gloucestershire County Council](#)

Gloucestershire County Council Pupil Wellbeing Survey - [Pupil Wellbeing Survey \(formerly Online Pupil Survey\) | Inform Gloucestershire](#)

Inform Gloucestershire 2025 Children and young people needs analysis [childrens-needs-analysis-final_feb26v2.pdf](#)

Gloucestershire County Council- Director of Public Health Report 2025 – Home is where our health is [final-0606-gcc_home-is-where-the-health-is-report.pdf](#)

Stroud Youth Action Plan Workshop and Online Youth Consultation Report – Appendix B & C of the report

b) 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
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- 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.

The Youth Action Plan has been informed by extensive consultation with both community stakeholders and young people. Active Gloucestershire facilitated a series of systems-thinking workshops involving local partners to identify key priorities, challenges and opportunities for improving outcomes for young people across the district. The findings were used to develop a local youth systems map and identify priority action areas.

Stroud District Council's Youth Team worked with local youth organisations and Stroud District Youth Council to deliver workshops, discussions and an online survey. More than 350 young people aged 11-25 participated, sharing their views on wellbeing, safety, inclusion, youth services and future opportunities. Feedback from both stakeholders and young people has directly informed the priorities and actions within the Youth Action Plan.

c) 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.

Agenda Item 9

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+)	Neutral	The Youth Action Plan is expected to have an indirect positive impact on older residents by strengthening intergenerational relationships, increasing youth participation in community life, reducing anti-social behaviour concerns, and supporting community cohesion through volunteering and civic engagement opportunities for young people. The development of safer and more connected communities may benefit residents of all ages.	
	Younger people (16-25)	Positive	The Stroud district has a population of circa 121,103 people which are broken down into the following age categories: Aged 0-4 - 5,643 Aged 5-19 20,200 Aged 20 to 64 – 67,030 Aged 65+ - 28,230 The Youth Action Plan is specifically designed to improve outcomes for children and young people aged 11-25 across Stroud District. It will increase access to youth provision, safe spaces, volunteering, training, employment, mental health support and decision-making opportunities. Wider community benefits are also expected through improved community cohesion and greater intergenerational understanding.	
	Children (0-16)			

DISABILITY A definition of disability under the Equality Act 2010 is available here .	Physical disability	Positive	The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:- Disabled and limited a lot – 5.8% Disabled and limited a little – 10.3% Not disabled – 83.9% The plan promotes inclusive participation and seeks to remove barriers that may prevent young people with physical disabilities, sensory impairments, learning disabilities, neurodiversity or mental health conditions from accessing opportunities. Workforce training, improved accessibility, inclusive youth provision and enhanced wellbeing support are expected to improve participation and outcomes	
	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	The plan supports the creation of safe, welcoming and inclusive environments for all young people regardless of gender identity. Equality, diversity and inclusion training and a focus on belonging and youth voice will help ensure transgender and gender diverse young people feel respected, represented and able to participate fully.	
MARRIAGE & CIVIL PARTNERSHIP		Neutral	The Youth Action Plan is not expected to have a direct impact in relation to marriage or civil partnership status. Access to services, support and opportunities will be available regardless of relationship status	

PREGNANCY & MATERNITY		Neutral	Young parents and pregnant young people may benefit from improved access to support services, mental health and wellbeing provision, mentoring opportunities and inclusive community activities. The plan seeks to reduce barriers to participation and improve access to support networks.	
RACE* Further information on the breakdown below each of these headings, is available here. For example, Asian, includes Chinese, Pakistani and Indian etc.	White	Positive	The Stroud District population is approximately 121,100 (2021 Census), with 96.4% of residents identifying as White, 1.8% as Mixed or Multiple Ethnic Groups, 1.0% as Asian, Asian British or Asian Welsh, 0.4% as Black, Black British, Black Welsh, Caribbean or African, 0.4% as belonging to other ethnic groups. The Youth Action Plan promotes equality, inclusion and participation for all young people, regardless of ethnicity, and seeks to reduce barriers to access through improved services, youth voice opportunities and community engagement. While race is not identified as a standalone theme within the Plan, principles of equality, diversity and inclusion are embedded throughout. This includes commitments to Equality, Diversity and Inclusion training for youth workers, research into inequalities and discrimination, and the development of inclusive youth spaces, services and participation	
	Mixed or multiple ethnicities			
	Asian or Asian British			
	Black, Black British, Caribbean or African			
	Other ethnicities (please specify)			

			opportunities. Collectively, these actions aim to ensure that all young people, including those from ethnic minority backgrounds, can access support, influence decision-making and benefit from opportunities across the district.	
RELIGION & BELIEF** A list of religions used in the Census is available here	See note	Neutral	The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:- No religion 41.1% Christian 47.5% No Answered 6.5% The plan is designed to be inclusive of all faiths and beliefs and will encourage participation in services and activities that respect diversity and promote positive community relationships. No barriers have been identified for people based on religion or belief.	
SEX	Men Women	Positive	The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:- Male 59,200 Female 61,900 The plan will benefit both girls and boys through improved access to safe spaces, positive activities, mental health support, leadership opportunities, community safety initiatives and youth participation programmes. Particular attention will be given to ensuring opportunities remain accessible and inclusive for all.	

SEXUAL ORIENTATION	Straight/Heterosexual	Neutral	The Youth Action Plan promotes safe and inclusive environments where all young people can participate regardless of sexual orientation. The focus on belonging, wellbeing, trusted relationships and equality will support LGBTQ+ young people and help reduce barriers to participation.	
	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	Stroud is the 3rd most deprived district in Gloucestershire and ranks 234th out of 296 districts in England on the Index of Multiple Deprivation. While Stroud performs comparatively well overall, pockets of deprivation remain and inequalities continue to affect some young people.	
			Although none of Stroud's Lower Super Output Areas fall within the most deprived 20% nationally, deprivation can still impact young people's access to opportunities, transport, digital connectivity and support services.	
			Analysis of internet accessibility found that 7.9% of Gloucestershire residents had either never used the internet or had not used it within the previous three months, highlighting the continuing need to consider digital exclusion when engaging with young people and families.	
			The Youth Action Plan includes actions to improve access to affordable activities, volunteering, skills development, employment pathways and support services, helping to	

			reduce barriers experienced by disadvantaged young people.	
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	Rural isolation and transport barriers are recognised challenges across parts of Stroud District. Gloucestershire accessibility mapping identifies some areas that are more than 45 minutes by public transport from key facilities, while some rural locations have limited public transport connectivity. The Youth Action Plan includes actions to explore localised provision, partnership delivery, community transport solutions and digital engagement opportunities to help ensure young people living in rural communities can access activities, services and support	
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 .		Positive	Gloucestershire's 2025 SEND and Inclusion Parent Carer Survey, based on feedback from 679 families of children with SEND, highlighted significant challenges affecting many parent carers and young carers. Only 21.4% of parents reported that their child accessed inclusive activities, while 29.4% identified a lack of support, 29.9% highlighted delays and waiting lists, and 10% reported impacts on family wellbeing. Respondents also called for more SEND-friendly clubs, improved support in rural areas, greater access to respite provision and stronger peer support networks. The Youth Action Plan's commitment to improving access to inclusive activities,	

¹ NHS commissioning » Who is considered a carer?

			wellbeing support, local opportunities, youth services and partnership working is expected to benefit young carers and families by reducing barriers to participation, improving access to support and helping young carers feel more connected to their communities.	
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 EqIAs here .		Positive	The plan's focus on inclusion, employability, mentoring, wellbeing and youth participation is expected to improve access to opportunities and support for care-experienced young people, helping address inequalities in outcomes.	
Other protected groups if applicable (e.g. refugees or asylum seekers, homeless people)			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](#)

Policy and Governance Review

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	12 August 2026
Head of Service/Director sign off for stage two assessment	
Name: Angela Gillingham	

Date: 24/8/2026

Job title: Head of Community Services

A handwritten signature in black ink, appearing to read 'A. Gilligan', is written on a white rectangular background.

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 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

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