

# 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.

## 1. Persons responsible for this assessment:

Name(s): Alison Fisk	Telephone: 01453 766321
	E-Mail: alison.fisk@stroud.gov.uk
Service: Property Services	Date of Assessment: 11 <sup>th</sup> March 2024

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

New Homes and Regeneration Programme – Proposed redevelopment of Swedish Timber sites

Is this new or an existing one? This is an existing programme, but these are new sites

## 3. Briefly describe its aims and objectives

The main aims of this project are:

- To replace ageing Swedish Timber houses with new build, high quality energy efficient homes (EPC A) with a longer life and lower running and maintenance costs, built to Part M4 (2) of the Building Regulations
- To increase the number of affordable homes on each site, which meet a variety of current and future needs
- To create a range of different size accommodation and tenures that responds to local and/or wider housing need
- To ensure the council's new homes meets the expectations of current and future tenants

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

The Housing Act 1996 and Localism Act 2011 : in relation to moving tenants and allocating accommodation

Both of the Acts mentioned above will be adhered to, to enable direct matches to be made when moving residents ; how the Council moves tenants and allocates accommodation is set out in its Decanting Policy 2022

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

Current and future Stroud District Council tenants will benefit from the improved range of accommodation on offer. The proposed changes will provide greater choice to tenants and additional affordable homes for those on the waiting list.

#### 6. What outcomes are expected?

- The regeneration of these Swedish timber sites will result in an expected increase in council owned houses from 11 (5 properties are, or were, privately owned) to an anticipated 42 and in terms of numbers of homes from 16 to 42.
- The replacement of older stock with new homes will result in the council having more sustainable stock in these locations, which is modern, high quality and offers a choice of accommodation types

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

- Initial information gleaned from the residents currently living in houses on these sites and consultation with Parish and Ward Councillors
- Condition surveys and council data on repairs and planned works carried out on the current properties
- The Council's Housing Needs Survey
- Stinchcombe (2019) and Uley (2024) Parish Housing Needs Surveys

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

**Yes**

Ward Councillors

Town and Parish Council's

Initial meetings with tenants and private owners (where requested) and correspondence with all residents affected

Consultation will continue throughout the project

#### 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	Moving residents : Negative and positive impacts depending on those tenants' and private owner's individual circumstances and whether they wish to move or not.

	<p>The council will work with tenants with families to endure that the disruption to children and young people who attend school and college is minimised.</p> <p>Additional support with arranging moves will be provided for tenants or private owners who need this, including elderly tenants.</p> <p>Positive impact: New Homes: as they will be built to Part M4(2) of the Building Regs (Accessible and adaptable dwellings) and have improved energy efficiency (EPC A)</p>
<b>Disability</b>	<p>Moving residents: Negative and positive impacts depending on those tenants' or private owner's individual circumstances and whether they wish to move or not and the condition and layout of their current home.</p> <p>Additional support with arranging moves will be provided for tenants or private owners who need this .</p> <p>Positive Impact: New Homes: positive impact as they will be built to Part M4(2) of the Building Regulations (accessible and adaptable dwellings) and have improved energy efficiency (EPC A) and off-street parking.</p>
<b>Gender Re-assignment</b>	<p>Moving residents: Neutral impact: Additional support with arranging moves will be provided for any tenants or private owners who need this</p>
<b>Pregnancy &amp; Maternity</b>	<p>Negative and positive impacts depending on those tenants' or private owner's individual circumstances and whether they wish to move or not and the condition and layout of their current home</p> <p>Additional support with arranging moves will be provided for any tenants or private owners who need this and the council will ensure that this is provided to someone who is pregnant or has young children.</p> <p>The council will work with tenants and private owners with families to ensure that the disruption to children and young people who attend school or nursery is minimised.</p> <p>New Homes: as they will be built to Part M4(2) of the Building Regs (Accessible and adaptable dwellings) and have improved energy efficiency (EPC A) with off-street parking.</p>
<b>Race</b>	<p>Neutral impact: Additional support with arranging moves will be provided for any tenants or private owners who need this</p>
<b>Religion – Belief</b>	<p>Neutral impact</p>
<b>Sex</b>	<p>Neutral impact</p>
<b>Sexual Orientation</b>	<p>Neutral impact</p>
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	<p>Neutral impact</p>
<b>Rural considerations:</b> i.e Access to	<p>Moving residents: The council will work with residents to understand their needs of areas that may and may not be suitable for them to move to. The sites in Stinchcombe and Uley are in rural areas with low levels of affordable housing available, particularly in Stinchcombe.</p>

services; transport; education; employment; broadband;	Tenants and private owners will be able to return to the new homes once constructed.
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**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
Initial (and ongoing) meetings will be undertaken with tenants and private owners to understand their individual circumstances and their needs in terms of additional support, potentially also provided from other agencies if required including independent representation/ advocates.	Alison Fisk	Officer time and possible funding required with provisional sums allowed for in the budget request	Led by the availability of other properties to move residents to, their individual needs. Estimated at between 1 to 2 years based on other similar projects.

### **Declaration**

**We are satisfied that an Impact Assessment has been carried out on this project 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**

<b>Completed by: Alison Fisk</b>	<b>Date: 11<sup>th</sup> March 2024</b>
<b>Role: Head of Property Services</b>	
<b>Countersigned by Head of Service/Director:</b>	<b>Date:</b>
	<b>11<sup>th</sup> March 2024</b>

**Date for Review: Please forward an electronic copy to [policy@stroud.gov.uk](mailto:policy@stroud.gov.uk)**