

STAGE 1 – Equality Screening

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

a. Person(s) responsible for this EqIA

Officer responsible: Lucy Clothier

Service area: Finance

Job title: Strategic Head of Finance

Date of assessment: 31/05/2026

Signature: Lucy Clothier

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

Local Authority Housing Fund Round 4

Is this new or existing?

Is changing

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

The scope has increased from four properties to 16.

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

Aims:

Provide 16 properties within the HRA , comprising:

- eight for resettlement households from Afghanistan;
- eight properties for use as temporary accommodation

Objectives:

Increase housing stock, provide accommodation for resettlement and homeless households and reduce reliance on unsuitable or costly temporary accommodation.

Outcomes:

Sixteen households homed, with properties retained in the HRA for long term accommodation following the initial use.

Benefits:

16 properties to be added to the HRA stock
16 households to be homed resulting in improved housing outcomes for households in need.

Appendix B

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: <i>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.</i>	
<p>These properties will provide additional housing within the district for homeless households and those facing resettlement from Afghanistan.</p> <p>Homelessness and reliance on temporary accommodation disproportionately affects families with children, individuals with health needs and those experiencing socio economic disadvantage.</p> <p>The scheme is expected to have a positive impact on:</p> <ul style="list-style-type: none"> • Families, particularly those with children; • Individuals with physical or mental health needs; • Refugee and resettlement households; • Those experiencing housing instability. 	

a. Head of Service/Director sign off for stage one assessment	
Name: Lucy Clothier	
Job title: Strategic Head of Finance	Date: 31/05/2026
Signature: Lucy Clothier	

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	Properties are specifically allocated for Afghan families and temporary accommodation.
Name	Emma Smith

Job title	Projects and Consultation Officer
Date of review	1 June 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.

[Shelter report](#) (Dec 2025) showing inequalities in temporary accommodation

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.

This is an extension of existing housing provision and is not a change in policy or strategy

3. Assessment

Assessment of impacts

For each protected characteristic or protected group, please indicate the type of impact:

Agenda Item 9

Appendix B

- 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+)	Neutral		
	Younger people (16-25)	Neutral		
	Children (0-16)	Positive	LAHF housing can be accessed irrespective of age, but additional local temporary accommodation available locally will benefit families with children. Homes for resettlement are also likely to house children due to the size of the housing that the Council would be looking to source.	
	Other	Positive	Additional local temporary accommodation available locally will benefit some homeless households	
DISABILITY A definition of disability under the Equality Act 2010 is available here .	Physical disability	Neutral		
	Sensory impairment (sight, hearing)	Neutral		
	Mental health	Positive	The Mental Health of Asylum Seekers and Refugees in the UK report published in 2025 highlights how Asylum seekers and refugees are at particular risk of mental health problems.	
	Learning disability	Neutral		
	Other	Positive	Many households facing resettlement may have additional or complex needs	

GENDER REASSIGNMENT	How would this affect people whose gender is different from that assigned at birth?	Neutral		
MARRIAGE & CIVIL PARTNERSHIP		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		
	Mixed or multiple ethnicities	Neutral		
	Asian or Asian British	Neutral		
	Black, Black British, Caribbean or African	Neutral		
	Other ethnicities (please specify)	Positive	Some of the new housing is ringfenced for Afghan resettlement households	
RELIGION & BELIEF** A list of religions used in the Census is available here	See note	Neutral		
SEX	Men	Neutral		
	Women	Positive	Lone mothers are over represented in temporary accommodation	
SEXUAL ORIENTATION	Straight/Heterosexual	Neutral		
	Lesbian	Neutral		
	Gay	Neutral		
	Bisexual	Neutral		
	Other sexual orientation (please specify)	Neutral		

Other protected groups for consideration

<p>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.</p>		Positive	Additional local temporary accommodation available locally would be available for those unable to access suitable housing.	
<p>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.</p>		Neutral		
<p>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.</p>		Positive	Additional temporary accommodation available locally	
<p>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.</p>		Neutral		
<p>Other protected groups if applicable (e.g. refugees or asylum seekers, homeless people)</p>		Positive	Some of the new housing is ringfenced for Afghan resettlement households	

¹ NHS commissioning » Who is considered a carer?

* 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	1 June 2026

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

Name: Caroline Dumas	
Job title: Strategic Director of Resources	Date: 1 June 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.

Once you have sign-off from the relevant Head of Service or Director, please send completed EqIAs to policy@stroud.gov.uk.

4. Document control information (if applicable)

Name	Date	Version	Change

This page is intentionally left blank