

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.

[Guidance available on the HUB](#)

1. Persons responsible for this assessment:

Name(s): Adrian Blick	Telephone:
	E-Mail: Adrian.blick@stroud.gov.uk
Service: ICT	Date of Assessment: 30/10/2025

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

Artificial Intelligence Policy

Is this new or an existing one? New

3. Briefly describe its aims and objectives

This policy sets out the guidelines and regulations that the Council will comply with to influence decisions and actions relating to Artificial Intelligence (AI), ensuring consistency, compliance with laws, and alignment with the Council's values and behaviours and strategic goals.

Please note that the sections that follow relate to the AI Policy and not the AI technologies nor the controls that will be developed to enable policy compliance.

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

No UK regulated policy at present, but UK Government has published principles that are included in the Policy Appendix.

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

The AI Policy will benefit officers as follows:

- Reassures them that human input is still required in terms of verification of AI outputs
- Provides guidelines on how AI must be procured and used.

The AI Policy benefits Council customers as the guidelines:

- Reassure that the technologies will only be selected and used after careful and on-going appraisal
- Provide a framework for controls that will be developed to mitigate concerns such as bias and/or inaccuracy.

The AI Policy will provide Members with confidence that the Council team is operating to good industry practice.

6. What outcomes are expected?

The AI Policy will guide the Council in its procurement, development and use of AI technologies to ensure they are procured and used in a manner that protects everyone (whether they share protected characteristics or not) from AI misuse. It also specifies that AI is expected to be complementary to human skills and not a replacement with human oversight of AI outputs being a critical part of the controls that will be developed to support policy compliance.

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

AI and internet searches including:

Greater Manchester Police AI Policy EIA:

[artificial-intelligence-policy---equality-impact-assessment.pdf](#)

Thanet District Council AI Policy EIA:

[Equality Impact Assessment - AI policy - Google Docs](#)

CoPilot search: 'EQIA considerations in AI policies'

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

The Policy was presented at an All-Member briefing on 29th September and at an October SLT meeting. Further feedback was received from the SDC CEO following the SLT meeting.

Where the feedback related to the Policy, it has been considered and where it relates to the controls that have yet to be developed, it will be considered as they are developed.

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)
All (Added)	<p>The main risk associated with AI, in this context, is the possibility it could deliver results that are biased. This could affect everyone regardless of whether they are in a Protected Group or not.</p> <p>The policy identifies this risk and the need for associated training. Controls will also be developed to further mitigate the risk as it will be virtually impossible to verify that the AI algorithms and data sources are unbiased. Hence, the need for effective controls, reviews and human oversight are specified to ensure bias is not a factor.</p> <p>The main upside of AI, in this context, is the possibility it could improve pace and deliver results that are superior to those delivered by current processes. Also, it could reduce bias as its research will be more substantial and (potentially) more objective than research conducted by a human being.</p> <p>The training and awareness described in the Policy reflects the need for a balanced view of the opportunities and challenges presented by AI technologies and this must be carried forward to the development of controls, reviews and human oversight.</p>
Age	See above
Disability	See above
Gender Re-assignment	See above
Pregnancy & Maternity	See above
Race	See above
Religion – Belief	See above
Sex	See above
Sexual Orientation	See above
Marriage & Civil Partnerships (part (a) of duty only)	See above

Rural considerations: le Access to services; transport; education; employment; broadband;	See above
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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?

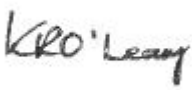
Please transfer any actions to your Service Action plan.

Action(s):	Lead officer	Resource	Timescale
Policy implementation	AB	TBC	Q4 2025
Policy Controls will be developed	AB/OC	TBC	Q1 2026
Audit and monitoring will be developed	AB/OC	TBC	Q1 2026

Declaration

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) 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

Completed by: Adrian Blick	Date: 15/10/2025
Role: Head of Technology	
Countersigned by Head of Service/Director: Kathy O'Leary, Chief Executive 	Date: 31/10/2025

Date for Review: Please forward an electronic copy to policy@stroud.gov.uk