

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.glos.ac.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): Sarah Turner	Telephone: 01453 766321
	E-Mail: sarah.turner@stroud.gov.uk
Service: Corporate Policy & Governance	Date of Assessment: 06/06/2025

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

Social Value Policy

Is this new or an existing one?

An updated policy. Original policy approved by Council in 2021, however there are significant additions, such as aims and objectives, what SV means to SDC, the national context and how SV relates to the Council Plan.

3. Briefly describe its aims and objectives

Aims

The primary aim of this Social Value Policy is to ensure that our spending and procurement

practices generate wider social, economic, and environmental benefits. This means considering not just the cost of a contract but also its potential to improve the lives of individuals and communities, boost the local economy, and promote sustainable practices.

We will ensure that our social value measurement and delivery is aligned with our Council Plan, and other key strategies and action plans and the Climate Strategy and the Equality, Diversity, Inclusion, Equity and Belonging (EDIEB) Action Plan.

Objectives

The mains objectives of this policy are detailed below; the measurement tool is being developed and will be in place by end of September as a new method of measuring the added social value created through our procurement activity:

- Provide an outcomes-based measurement framework that measures all contributions to the local priorities.
- Introduce a social value management tool that supports the delivery of these strategic priorities for the people and environment.
- Provide a consistent approach to measuring and reporting social value throughout the procurement and contract management lifecycle.
- Define and implement a robust, transparent and efficient measurement solution for assessing and awarding the social value component of tenders and managing relevant supplier performance during the contract lifecycle.

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

- Social Value Act 2012 - [Public Services \(Social Value\) Act 2012](#)
- Procurement Act 2023 - [Transforming public procurement - PA 2023](#)
- National Procurement Policy Statement - [National Procurement Policy Statement](#)

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

All communities, residents and businesses in the Stroud District

What is Social Value?

Social Value has been defined as the additional benefit to the community from a commissioning/procurement process over and above the direct purchasing of goods, services, works and outcomes. Social Value can be measured in terms of economic, social and environmental activities and outcomes.

Each tender opportunity uses the Most Advantageous Tender criteria for evaluation as identified in the procurement act. This is usually split between price and quality, Social Value forms 10% of the quality evaluation criteria.

The Tender opportunity will have a specification of what needs to be provided or delivered in terms of products or outcomes and this is what the authority is paying to be provided. The Social Value element is what the successful supplier considers they can provide over and above what the authority is requesting that will benefit or improve environmental, social or economic outcomes for the whole district.

6. What outcomes are expected?

Social Value Outcomes

Social Value can be measured in terms of economic, social and environmental activities and outcomes.

Economic outcomes provide contributions to the local economy and economic growth that supports social outcomes. Includes retaining, recirculating and leveraging funds in the local area and a wider contribution to skills, tackling unemployment and maintaining employment.

Social outcomes contribute to a vibrant and healthy community. Includes community-based actions such as local relationships, partnerships and people. Equality, diversity, cohesion and inclusion.

Environmental outcomes relate to protecting, promoting and enhancing the environment. Includes supporting local activities that improve the environment.

There is a draft suite of proposed measures that suppliers can choose to be measured against, these are evaluated as part of the tender evaluation and then form part of the terms and conditions of contract and must be delivered as part of the contract. Please see page 5 below for the proposed suite of measures, which also relate to the Council Plan priorities.

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

Extensive research or other authorities' approach to Social Value.

South West Social Value Task Force.

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

2 workshops with officers who regularly undertake procurement involving Social Value

SLT/ LMT

ALT

Group Leaders

Examples of other authorities' approach to SV

South West Social Value Task Force

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	
Disability	The policy is likely to have a positive impact on individuals and communities from protected groups and the tool in development will monitor the outcomes as part of contract management.
Gender Re-assignment	
Pregnancy & Maternity	Community groups within the district could benefit from successful suppliers chosen SV measures over the duration of the contract.
Race	These include:
Religion – Belief	
Sex	
Sexual Orientation	
Marriage & Civil Partnerships (part (a) of duty only)	
Rural considerations: Ie Access to services; transport; education; employment; broadband;	<ul style="list-style-type: none"> • Supporting Stroudfunding which provides grants to local groups. • Volunteering hours to provide support to community groups in terms of digital visibility improvements • Assisting community groups to make grant applications • Volunteering hours to support education activity across the district relating to environment, technical / digital matters. • Direct spend with VCSEs and SMEs

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
n/a			

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: Sarah Turner	Date: 06/06/2025
Role: Senior Procurement & Commissioning Officer	
Countersigned by Head of Service:	Date: 18/06/2025
 Hannah Emery Head of Policy, Governance and Engagement	

SV Aim	Council Plan Strategic Priorities	Council Plan Aims	Measures
Economic Outcome	Local Economy	Create a People-centred Economy	Support Community Wealth Building in the form of Social Value Exchange No of apprentices as part of the contract No of FTE's employed in GL postcode (SDC boundary) for the contract Fair pay practices – Living Wage
		Develop the District as the Natural Place for Business	Social Value Exchange to support high street and other businesses to increase digital and virtual visibility. Direct spend with VCSE's or SMEs
		Develop the District's Infrastructure	Support Phase 1b of Cotswold Canals Connected project in terms of community engagement activities or volunteering hours / days
Social Outcome	Communities & Wellbeing, Housing	Support Healthier Communities	Support sports clubs with funding applications to improve pitches and facilities Improve food resilience, access and equity
		Empower Communities	Support Community Hubs Support the Crowdfunding platform Reduce the impacts of anti-social behaviour
		Develop Inclusive Communities	Support initiatives to improve skills, and offer equal access to economic opportunities
		Improve the quality of homes in the Stroud district	Explore opportunities to support private sector landlords to provide good quality rented accommodation
Environmental Outcome	Environment, Climate & Nature, Housing	Tackle the Climate and Ecological Emergency	Support reduction of Scope 3 emissions by developing and implementing a Carbon Reduction Plan
		Protect and Enhance our Environment	Support community engagement and education programme in terms of volunteering hours / days
		Achieve a Sustainable Circular Economy	Increase recycling rates Support phasing out of single use plastics Support reduce, reuse and repair
		Improve the quality of homes in the Stroud district	Work with developers to enable all new buildings to achieve a net zero carbon standard