

## 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): Stuart Pattison	Telephone: 01453 754165
	E-Mail: <a href="mailto:stuart.pattison@stroud.gov.uk">stuart.pattison@stroud.gov.uk</a>
Service: Housing Services	Date of Assessment: 15 Aug 2025

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

Compensation Policy
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Is this new or an existing one? Existing policy reviewed

### 3. Briefly describe its aims and objectives

The policy sets out how SDC will compensate residents through mandatory and discretionary awards as a form of redress following service failure events, dissatisfaction or where the actions of the Council may result in other disturbance or inconvenience to our tenants. Our aim is to put residents back in the same position they would have been had the failure or other event ho
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### 4. Are there external considerations? (Legislation / government directive, etc)

Equality Act 2010  
Housing Act 1985  
Social Housing Regulation Act 2023  
Housing Ombudsman complaints handling code and guidance for landlords

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

The compensation policy is intended for all tenants, leaseholders and those engaged by the Housing Service. Awards for compensation are made through the HRA. It intends to set out a framework in which compensation events are assessed and processed in a fair and equitable way, with the aim of putting people back in a position they would have been in had the compensation event not occurred. The policy will provide a clear framework and process for officers to deal with compensation events in a fair, efficient and equitable way.

## 6. What outcomes are expected?

For complaints and other mandatory and discretionary compensation events to be dealt with in a fair and equitable way, and in line with our statutory and regulatory obligations, ensuring no financial hardship and with the aim of putting people back in a position they would have been in had the event not occurred.

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

Consultations with residents and senior leadership team.  
Research across the sector, through Housemark, HQN and CIH.  
Previous EIAs

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

**Consultation has been carried out with staff, councillors and involved tenants.**

Tenants are involved in the reviewing of all SDC policies in line with the consumer standards and are encouraged to ensure their voice is heard and therefore able to shape future services.

## 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)
<b>Age</b>	The policy can be provided in a variety of format should the need arise , such as braille, large print or as a talking document
<b>Disability</b>	The policy can be provided in a variety of format should the need arise, such as braille, large print or as a talking document
<b>Gender Re-assignment</b>	There is no evidence that the framework will have an impact on any specific gender reassignment.

<b>Pregnancy &amp; Maternity</b>	There is no evidence that the framework will have an impact on any specific protected groups.
<b>Race</b>	There is no evidence that the framework will have an impact on any specific race.
<b>Religion – Belief</b>	There is no evidence that the framework will have an impact on any specific religion, or belief.
<b>Sex</b>	There is no evidence that the framework will have an impact on any specific sex ( gender)
<b>Sexual Orientation</b>	There is no evidence that the framework will have an impact on any specific sexual orientation
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	There is no evidence that the framework will have an impact on any specific marriage or civil partnership.
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	There is no evidence that the framework will have an impact on rural considerations as part of our ongoing commitment to engagement and consultation will always be to take individual needs into account.


**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.**

<b>Action(s):</b>	<b>Lead officer</b>	<b>Resource</b>	<b>Timescale</b>
None Identified			

### **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**

<b>Completed by:Stuart Pattison</b>	<b>Date:15 Aug 2025</b>
<b>Role:Head of Tenant Relationships</b>	
<b>Countersigned by Head of Service/Director:</b> 	<b>Date: 15 August 2025</b>

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