Equality Impact Assessment

STAGE 1 – Equality Screening

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

a. Person(s) responsible for this EqIA	
Officer responsible: Alison Fisk	Service area: Property Services
Job title: Head of Property Services	Date of assessment: 10/07/2026
Signature: A.S Fisk	

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	
Land and property at May Lane / rear of Prospect Place , Dursley – Proposed use of CPO powers to assemble land to enable the delivery of affordable homes.	
Is this new or existing?	**Other**
Please specify reason for change or development of policy, function, strategy, service change or project	
Already exists and is being progressed	

d. What are the aims, objectives and intended outcomes and who is likely to benefit from it?	
Aims:	There are various parcels of land that need to be acquired and unregistered rights across the site. CPO powers may have to be used if acquisitions can't be negotiated and a CPO will 'sweep up' any unregistered parcels and rights
Objectives:	To start the CPO process, which will allow the council to assemble all the land needed to deliver a redevelopment on this site
Outcomes:	Delivery of a New Homes scheme (16 units). Regeneration of a town centre site, demolition of dilapidated/ empty buildings
Benefits:	Site is assembled ready for redevelopment

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: *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.*	
The use of legal powers to compulsory acquire land and property rights, may have a negative impact on the landowner's / tenants involved. The purpose – to enable a scheme to deliver affordable housing will have a positive impact on people with protected characteristics and protected groups of people.	

a. Head of Service/Director sign off for stage one assessment	
Name: Caroline Dumas	
Job title: Strategic Director of Resources	Date: 13/07/2026
Signature: 	

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	**The screening has highlighted potential unintended negative impacts. Given the significance of delivering 17 units, a thorough assessment of equality impacts is required to ensure these are considered and addressed during the development of the scheme.**
Name	**Emma Smith**
Job title	**Projects & Consultation Officer**
Date of review	**14 July 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.*
overview-journey-time-accessibility-2022.pdf – Inform Gloucestershire Report on Transport accessibility in Gloucestershire
Household Projections 2022-2047 – Inform Gloucestershire Report on Household Projections
Local Insight Summary Report – Electoral Division Summary Report (includes Housing and Unemployment statistics)
JSNA Gloucestershire – Inform Gloucestershire Housing and Health statistics in Gloucestershire
iodfact2025_stroud.pdf – Inform Gloucestershire Deprivation Report (Stroud District)
SDC Temporary Accommodation Strategy 2024_27
SDC_ Housing , Homelessness and Rough Sleeping Strategy
GCC Home is where our Health is – strengthening health through housing in Gloucestershire : Report of the Director of Public Health 2025/26
GRCC Parish Housing Needs Survey Report Feb 2024
Homeseeker Plus : Common Allocations Policy
Consultation – Public drop-in event
Consultation – Planning process formal consultation S.26/0462/FUL
Negotiations with individual property owners

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?	**Yes**

Appendix B

- 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.

SDC has engaged with the local community including several meetings with the Town Council and Ward Councillors, a site visit and regular updates. The Town Council is supportive of the redevelopment in principle.
A public consultation event was held in November 2025 pre-planning submission; the scheme plans were generally well received.
Further consultation is taking place as part of the planning process which may impact on the design.
Negotiations are taking place directly with private landowners and 3 of the largest plots required for the site have either been purchased or solicitors are instructed.

3. Assessment

Assessment of impacts

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

- 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+)	Positive and negative	POSITIVE: New Homes will be built to Part M4(2) of the Building regs (accessible and adaptable dwellings) and have improved energy efficiency: EPC A Accessible and adaptable homes can benefit older people wishing to live independently for longer. NEGATIVE: Demolition and construction activities may create noise, dust, traffic disruption and restricted access. Disabled people, older residents and people with health conditions may be disproportionately affected by these temporary impacts Impact of CPO Powers: Particular consideration may be needed where affected individuals are older or disabled people, who may find legal processes more challenging.	A Construction Management Plan will be required as part of any planning permission with dust mitigation, access to site, arrangements for abnormal loads etc. Restricted hours of working etc are expected to be a condition of any planning permission. SDC New Homes Contractors are expected to be registered under the Considerate Constructors scheme which champions best practice in '*worker wellbeing, community relations and environmental impact'*. CPO guidance and compensation codes require affected parties to be represented if they wish and to have all costs met by the council
	Younger people (16-25)	Positive	Opportunities to purchase shared -ownership propertied on this site. Affordable housing may help younger people and families access housing within Dursley who might otherwise be priced out of the area.	
	Children (0-16)	Positive	For those still living at home or renting privately research has shown the impact of poor housing on children is both immediate and long term. Its influence can stretch well into adulthood and potentially the next generation. Improvements	

			to housing…'have a significant and long-term influence on children's life chances' Shelter 2006. Poor housing negatively impacts on the development and educational achievement of our young people	
DISABILITY A definition of disability under the Equality Act 2010 is available here.	Physical disability Sensory impairment (sight, hearing) Mental health Learning disability	Positive and negative	POSITIVE : New Homes will be built to Part M4(2) of the Building Regs (accessible and adaptable dwellings) and have improved energy efficiency: EPC A Provision of **3 wheelchair-accessible homes** will increase housing options for disabled residents who require fully accessible accommodation. The remaining homes are intended to be adaptable and accessible, supporting people whose mobility needs may change over time. New homes built to modern standards are likely to improve accessibility compared with existing housing stock 'The effects of poor housing are not felt equally. People on lower incomes, those with disabilities and marginalised people are more likely to live in substandard or insecure housing' GCC Director of public Health Report.' Providing more, high quality, energy efficient affordable homes can help to address this NEGATIVE: The report highlights the site's steep topography and acknowledges that achieving Part M4(2) standards may not be possible in every area. There is a risk that some external routes, parking areas or communal spaces could be less accessible for disabled people and those with mobility impairments Demolition and construction activities may create noise, dust, traffic disruption and restricted access. Disabled people, older residents and people with health conditions may be disproportionately affected by these temporary impacts Particular consideration may be needed where affected individuals are older or disabled people who may find legal processes more challenging.	The allocation of homes will recognise tenants' mobility restrictions and homes will be advertised and allocated accordingly. See above mitigations for other negative impacts.

GENDER REASSIGNMENT	How would this affect people whose gender is different from that assigned at birth?	Neutral	However, 'the effects of poor housing are not felt equally. People on lower incomes, those with disabilities and marginalised people are more likely to live in substandard or insecure housing' GCC Director of public Health Report.' Providing more, high quality, energy efficient affordable homes can help to address this	
MARRIAGE & CIVIL PARTNERSHIPI		Neutral	Housing is allocated on Housing Need through Gloucestershire homeseekers	
PREGNANCY & MATERNITY		Positive	The scheme includes a mix of one-, two- and three-bedroom homes suitable for different household sizes. Families with children may benefit from access to affordable housing in a town-centre location close to services and facilities	
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	Housing is allocated on Housing Need through Gloucestershire homeseekers	
	Mixed or multiple ethnicities	Positive	People from Ethnic Minority backgrounds are more likely to live in poor quality housing and rent from the private sector.	
	Asian or Asian British			
	Black, Black British, Caribbean or African			
	Other ethnicities (please specify)			
RELIGION & BELIEF** A list of religions used in the Census is available here	See note	Neutral	Housing is allocated on Housing Need through Gloucestershire homeseekers	
SEX	Men	Neutral	Housing is allocated on Housing Need through Gloucestershire homeseekers.	
	Women	Positive	Women are more likely to be victims of domestic abuse (ref Women's Aid) and may need to flee the home and require affordable housing	
SEXUAL ORIENTATION	Straight/Heterosexual	Neutral	Housing is allocated on Housing Need through Gloucestershire homeseekers.	
	Lesbian			
	Gay			
	Bisexual			
	Other sexual orientation (specify)			

Other protected groups for consideration				
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.		Positive	Low income homes are more likely to live in poor quality housing	
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.		Neutral	The site is in a town centre location	
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 EqIAs here.		Positive	A carer may result in an additional bedroom need - the proposed scheme includes a variety of house types and accommodation	
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 EqIAs here.		Positive	Care experienced individuals aged 18 to 20 have automatic priority to housing	
Other protected groups if applicable (e.g. refugees or asylum seekers, homeless people)		Positive	Homeless people will have a high priority for housing need	

* 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

[1] NHS commissioning » Who is considered a carer?

Policy and Governance Review

a. Stage two sign-off	
Stage two review completed	**Yes**
Any further changes of feedback	**Please see above comments for review.**
Name	**Emma Smith**
Job title	**Projects and Consultation Officer**
Date of stage two review	**25 August 2026**

a. Head of Service/Director sign off for stage two assessment	
Name: Caroline Dumas	
Job title: Strategic Director of Resources	Date: 26/08/2026
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

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