

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: stuart.pattison@stroud.gov.uk
Service: Housing Services	Date of Assessment: 10 Dec 2025

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

Downsizing Policy

Is this new or an existing one? Existing policy reviewed

3. Briefly describe its aims and objectives

The policy sets out SDC's approach to incentivising downsizing moves either through the housing register or by mutual exchange, the process by which tenants may move to a more suitable, smaller home that meets their housing needs within SDC's own stock. All eligible Secure tenants will be supported to downsize through the scheme. The Consumer Standards set out the Regulators expectations of registered providers in dealing with tenancies. The purpose of this policy is to provide clear guidance to staff and tenants on how those legal and policy rights may be exercised, the decision processes involved and how tenants may exercise their further right to appeal certain decisions.

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

Equality Act 2010
Housing Act 1985
Social Housing Regulation Act 2023

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

The policy will impact all tenants who are under-occupying their present accommodation, setting out their eligibility to downsize where they hold a secure tenancy and also confirming those who are not eligible for example where they are in breach of their tenancy or do not have security of tenure. SDC wishes to make best use of its housing stock to relieve pressure on the general fund and the authority's reliance on temporary accommodation to house homeless families. The policy aims to make the process clear, transparent and fair. It sets out how we will work collaboratively with tenants to provide the necessary support for our residents seeking to downsize. The policy will assist Council officers to ensure a high quality, consistent and robust approach to tenancy management, with clear guidance and processes to manage tenant moves effectively.

6. What outcomes are expected?

Clear guidance and accountability for staff and tenants. Fewer appeals and complaints. Greater compliance with our legal and regulatory obligations. Better value for tenants and relief of pressure on the general fund.

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

Research across the sector, review of peer landlord policy documents published online and via Housemark. 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.

Staff and Service managers have contributed to the drafting and review of this revised policy.

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	Positive: The policy can be provided in a variety of format should the need arise, such as braille, large print or as a talking document. It is assumed the policy will benefit older people who's household has

	reduced in size over time and will avoid financial hardship associated with spare room subsidy.
Disability	Neutral: The policy can be provided in a variety of format should the need arise, such as braille, large print or as a talking document
Gender Re-assignment	Neutral: There is no evidence that the framework will have an impact on any specific gender reassignment.
Pregnancy & Maternity	Neutral: There is no evidence that the framework will have an impact on any specific protected groups.
Race	Neutral: There is no evidence that the framework will have an impact on any specific race.
Religion – Belief	Neutral: There is no evidence that the framework will have an impact on any specific religion, or belief.
Sex	Neutral: There is no evidence that the framework will have an impact on any specific sex (gender)
Sexual Orientation	Neutral: There is no evidence that the framework will have an impact on any specific sexual orientation
Marriage & Civil Partnerships (part (a) of duty only)	Neutral: There is no evidence that the framework will have an impact on any specific marriage or civil partnership.
Rural considerations: le Access to services; transport; education; employment; broadband;	Neutral: 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. The strategy sets out arrangements for all communities, including those in rural areas, to access services though a range of channels.

**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
None Identified			

Declaration

I/We are satisfied that an Impact Assessment has been carried out on this policy 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: Michelle Elliott	Date:10 Dec 2025
Role: Tenant Relationship Manager	
Countersigned by Strategic Head of Housing 	Date: 10 Dec 2025

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