

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): Rebecca Poole	Telephone: 01353 754382
	E-Mail: rebecca.poole@stroud.gov.uk
Service: Policy, Governance and Engagement	Date of Assessment: 05/03/2026

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

Review of Outside Bodies – Recommendations from the Task and Finish Group

Is this new or an existing one? New

3. Briefly describe its aims and objectives

A Task and Finish Group was established to review the Outside Bodies to which the Council appoints Members. The Group examined whether each appointment continues to provide value, remains aligned with the Council's priorities, and reflects good governance practice. The report details the outcome of the review and the recommendations from the Task and Finish Group including which Outside Bodies should be retained, removed or have reduced representation based on a scoring matrix and feedback received. The recommendations also include detail on

guidance, amendments to the Constitution and formalising the appointment and reporting lines to ensure that Outside Bodies report to the correct Committee meeting or Full Council based on the remit of the organisation.

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

There is no statutory requirement to regularly review Outside Bodies however it is considered good practice to ensure that representation still aligns with the Councils ambitions but also that the appointment provides value to both the Council and organisation.

Appointments may be made under Section 111 of the Local Government Act 1972, which provides the "power to do anything which is calculated to facilitate, or is conducive or incidental to" the discharge of the authority functions, and under Section 1 of the Localism Act 2011, which grants a general power of competence. Outside Bodies encompass varied organisations with differing governance structures and levels of responsibility.

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

The review benefits the Council by ensuring that Member appointments continue to offer value, support democratic accountability and align with the Council's priorities. It assists Outside Bodies by clarifying expectations and strengthening partnership working. Members benefit through clearer guidance, an improved understanding of their roles and responsibilities, and greater transparency in the nominations and appointments process.

The review was also pertinent in the Council's preparations towards Local Government Reorganisation (LGR) by ensuring that the Council holds the most accurate and up to date information relating to Outside Bodies. By better understanding the remit and reviewing the Terms of Reference for each of the Outside Bodies, the Council are in a good and sound position to better understand these Outside Bodies going into LGR.

6. What outcomes are expected?

If the final recommendations of the Task and Finish Group are accepted by Community Services and Licensing Committee, Environment Committee and Full Council, a number of outcomes are expected:

- Write to the Outside Bodies where the recommendation is to remove or reduce the representation detailing the reasoning why.
- Provide relevant guidance to Members to support nominations and appointments.
- Nominations for Outside Bodies that are externally managed will be considered at the Annual Meeting of Full Council, while those managed internally will be considered by the relevant parent Committee.
- Officers will contact all Outside Bodies annually in March to confirm Member attendance and provide this information to Group Leaders when considering nominations.
- Members appointed to Outside Bodies will provide, as a minimum, an annual report to the relevant parent Committee.

All of these outcomes will support transparency, accountability and good governance, as well as promoting wider Member participation. The guidance proposed and changes if agreed will provide Officers with a robust operational process.

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

Evidence was gathered through consultation with Members appointed to Outside Bodies, consultation with the Outside Body organisations themselves, and desk-based research examining how similar authorities carry out Outside Body reviews and the guidance they provide to ensure recommendations aligned with best practice.

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

- Members appointed to Outside Bodies.
- Outside Body organisations which the Council appoint representatives to.
- Task and Finish Group.
- Monitoring Officer, Strategic Director of Communities and Strategic Director of Place.
- Group Leaders.
- Administration Leadership Team.

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	<p>Positive</p> <p>Having Member representation removes barriers to participation and recognising different life stages and responsibilities. Continuing representation would allow for Members to directly impact and influence decisions relating to the Outside Bodies and the residents they support.</p> <p>There is a positive impact due to the continued Member representation on the Youth Council, which supports engagement with young people and ensures their views are reflected in Council decision-making. Similarly there is a positive impact in continued Member representation for the Stroud and Rodborough Educational Charity who support people under the Age of 25 during education at Marling, Stroud High and Archway Schools.</p> <p>A positive impact is anticipated through the continuation of Member representation on Home-Start. The service provides support to families with children aged 0–5 and offers volunteer-led assistance, including antenatal, postnatal and mental health support groups.</p> <p>There is a negative impact associated with the removal of the Stroud Older Persons Forum from the list of Outside Bodies. This reflects the fact that the organisation is no longer operating rather than a decision</p>

	<p>to remove representation from this group; however, it results in the loss of a dedicated forum focused on older residents. Engagement with older people will continue through other relevant bodies and partnership arrangements such as through the Local Strategic Partnership, Community Hubs Network, Know Your Patch Network and Housing Services through the Independent Living Schemes. The Task and Finish Group suggested Officers contact the Gloucestershire Older Persons Association to identify whether Stroud Representation was required.</p>
Disability	<p>Neutral</p> <p>No direct impacts have been identified arising from the recommendations. However, a positive impact is expected through the continued Member representation on the Gyde Charity. The Charity provides support to individuals under the age of 25 with sight, hearing or speech impairments, as well as those experiencing hardship associated with other disabilities.</p> <p>A further positive impact is expected through continued Member representation on the Gloucestershire Health and Overview Scrutiny Committee, which reviews the operation of local health services and makes recommendations on proposed changes or variations to NHS-delivered services.</p>
Gender Re-assignment	<p>Neutral – The recommendations from the Task and Finish Group have not identified any specific impacts following the review.</p>
Pregnancy & Maternity	<p>Neutral</p> <p>No direct impacts have been identified arising from the recommendations. However, a positive impact is anticipated through the continuation of Member representation on Home-Start. The service provides support to families with children aged 0–5 and offers volunteer-led assistance, including antenatal, postnatal and mental health support.</p> <p>A further positive impact is expected through continued Member representation on the Gloucestershire Health and Overview Scrutiny Committee, which reviews the operation of local health services and makes recommendations on proposed changes or variations to NHS-delivered services.</p>
Race	<p>Neutral – The recommendations from the Task and Finish Group have not identified any specific impacts following the review.</p>
Religion – Belief	<p>Neutral – The recommendations from the Task and Finish Group have not identified any specific impacts following the review.</p>
Sex	<p>Neutral</p> <p>No direct impacts have been identified arising from the recommendations. However, a positive impact is anticipated through the continuation of Member representation on Home-Start. The service provides support to families with children aged 0–5 and offers volunteer-led assistance, including antenatal, postnatal and mental health support groups.</p>

Sexual Orientation	Neutral – The recommendations from the Task and Finish Group have not identified any specific impacts following the review.
Marriage & Civil Partnerships (part (a) of duty only)	Neutral – The recommendations from the Task and Finish Group have not identified any specific impacts following the review.
Rural considerations: le Access to services; transport; education; employment; broadband;	Neutral – The recommendations from the Task and Finish Group have not identified any specific impacts following the review.

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

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: Rebecca Poole	Date: 10 March 2026
Role: Senior Democratic Services and Elections Officer (Electoral Services)	
Countersigned by Monitoring Officer: Alice McAlpine	Date: 11 March 2026

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