

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): Emma Keating Clark	Telephone: 07976 314477
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Service: Community Health & Wellbeing	Date of Assessment: 4 th March 2025

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

Community Wellbeing Grant 2025 Review

Is this new or an existing one?

3. Briefly describe its aims and objectives

The report recommends changes to the Community Wellbeing Grant process to improve delivery against Council Plan targets and align with VCSE principles of good partnership working.

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

No

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

Residents of Stroud, especially those most impacted by cost of living, health inequalities and isolation.

6. What outcomes are expected?

The Community Wellbeing Grant supports VCSE organisations delivering specialist support in Stroud District, either in targeted localities or for targeted groups of people.

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

Feedback from VCSE partners and monitoring of their outputs over the last three years of the current grant.

District Cost of living and health data from the past three years.

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

Feedback from VCSE partners via the Know Your Patch forum and the Stroud District Community Hubs Network.

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	Positively – we are ensuring the ongoing funding of work targeted at older adults and young people.
Disability	Positively – we are ensuring the ongoing funding of work targeted at families with disabilities.
Gender Re-assignment	Neutral
Pregnancy & Maternity	Positively – we are ensuring the ongoing funding of work targeted at older adults and young families.
Race	Neutral
Religion – Belief	Neutral

Sex	Neutral
Sexual Orientation	Neutral
Marriage & Civil Partnerships (part (a) of duty only)	Neutral
Rural considerations: ie Access to services; transport; education; employment; broadband;	Positively – we are ensuring the ongoing funding of work targeted in rural communities that will increase their access to supportive services.

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: Emma Keating Clark Role: Community Health & Wellbeing Manager	Date: 4 th March 2025
Countersigned by Head of Service/Director: Ange Gillingham, Head of Communities 	Date: 4 th March 2025

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