

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): Hannah Kent	Telephone:
	E-Mail: Hannah.kent@stroud.gov.uk
Service: Policy & Governance	Date of Assessment: 11 December 2025

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

Risk and Opportunities Management Framework

Is this new or an existing one?

Existing

3. Briefly describe its aims and objectives

<p>The framework has four key objectives. They are as follows:</p> <ul style="list-style-type: none"> To ensure that the council has a clear understanding of the risks it faces and how to effectively manage them. To ensure that the importance of risk management in contributing to effective decision

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making is reflected in working practices.

- To ensure that risk management is corporately owned and managed; reporting on the key risks facing the council; and
- Providing good practice tools to support the council in the management of risks and opportunities.

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

As part of ensuring that the council has effective governance.

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

Although the framework is written as a guide for officers and members on our risk approach and management, it is fundamentally an outward facing document that demonstrates the governance approach the council takes towards risk and our intended direction of travel regarding risk and opportunities.

Officers are intended to benefit as the framework outlines our organisational risk appetite which demonstrates the boundaries within which officers should operate when undertaking work. It also outlines the escalation and monitoring processes in place to support with embedding a culture of positive risk management.

The framework sits behind/with an outward facing statement of the level of risk the council is willing to take, and this provides assurance to Members, residents and key stakeholders.

Effective risk management ensures that the council's service delivery will continue as planned, and strategic objectives can be achieved, which has benefits for all service users of the council and other stakeholders. The framework also provides assurance to partners who may work with the council that effective corporate governance is in place.

The draft framework was written to ensure we have the correct arrangements in place to ensure we are adhering to our responsibilities of being publicly accountable for, and provide assurance to Members, residents and businesses that we are responsibly spending public money and ensuring delivery of our duties and services.

6. What outcomes are expected?

The framework sets out how the council will effectively and consistently monitor and manage risks and opportunities. By having such a framework, the expected outcomes include:

- Enabling consistent and well-informed decisions making best use of resources.
- Providing management with early warnings of problems.
- Ensuring minimal service disruption and statutory compliance.
- Reducing financial costs associated with impacts of risk occurring including service disruption and insurance premiums and claims.
- Protecting the council's reputation.
- Creating consistent processes and boundaries within which officers can explore opportunities to innovate.

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

The framework was highly researched with comparisons having been done against peers across the county, CIPFA statistical neighbours and other district authority frameworks. Additionally, there was work done to understand sectoral best practice in particularly comparison to central governments' [‘The Orange Book’ Management of Risk – Principles and Concepts](#), [Local Government Association guidance](#) along with [ISO 31000](#) which is the international standard providing principles and guidelines for risk management.

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

There was both officer and member consultation undertaken for this framework. Following the development of the draft framework, this was presented to the Strategic Leadership Team on 28 October, followed by presentation to the Leadership and Management Team on 20 November. Members of LMT were further contacted to request any supplementary written feedback.

There was support for the proposed changes to the framework, with feedback suggested on the wording of the risk appetite statement and requested support to continue to rollout officer training to embed the proposed changes around risk treatment and review.

Following officer consultation, the framework was re-presented to the Strategic Leadership Team on 16 December with a request to support the changes followed by presentation to the Administration Management Team on 17 December for their input and feedback.

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	Delivery of the Risk and Opportunities Management Framework is not anticipated to have a significant impact on those with protected characteristics, but it is essential that during risk development, assessment and continued monitoring that officers consider whether the delivery of the work associated with a risk may have any impact on those with protected characteristics.
Disability	
Gender Re-assignment	
Pregnancy & Maternity	
Race	Should there be impacts for those with protected characteristics in the delivery of work, officers are expected to outline the specific mitigations that they will take to ensure the impact is minimised as far as possible. These should be documented in the relevant EQIA for each piece of work.
Religion – Belief	
Sex	There are several strategic risks in the Strategic Risk Register which consider impacts on those with protected characteristics, including SR25 Safeguarding (Children and Adults) and PREVENT and SR27 Cost of Living. The development of these risks and their mitigations consider the needs of our residents, employees and businesses with
Sexual Orientation	
Marriage & Civil Partnerships (part (a) of duty only)	

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Rural considerations: le Access to services; transport; education; employment; broadband;	particular attention given to those with protected characteristics.
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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?

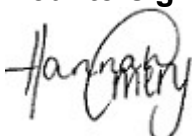
Please transfer any actions to your Service Action plan on Excelsis.

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: Hannah Kent	Date: 17/12/2025
Role: Performance and Improvement Officer	
Countersigned by Head of Service/Director:  Hannah Emery, Head of Policy, Governance and Engagement	Date: 7/01/2026

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