

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): Emma Smith	Telephone: N/A
	E-Mail: emma.smith@stroud.gov.uk
Service: Corporate Policy and Governance	Date of Assessment: 1 April 2026

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

Equality, Diversity, Inclusion, Equity and Belonging (EDIEB) Annual Report and Action Plan

Is this new or an existing one? Existing

3. Briefly describe its aims and objectives

Under the Equality Act 2010, the Council has a statutory duty to prepare and publish an Equality Policy and objectives every four years. This policy should set out how the Council, when carrying out its functions, will have due regard to the Public Sector Equality Duty (PSED).

The EDIEB Policy 2025–29 is underpinned by a robust approach to equality impact assessments (EqIA), meaningful community engagement, and data-driven decision-making. It sets out the

council's commitment through three priority areas:

Community – Listen and learn to become better informed in providing accessible services and use this learning to deliver services that work well for everyone.

Leadership and Organisational Commitment – We will foster a culture of inclusion at every level of leadership and embed EDIEB into decision-making processes.

Diverse and Engaged Workforce – Foster a diverse and inclusive workforce where everyone is respected.

The policy uses the [Equality Framework for Local Government from the Local Government Association \(LGA\)](#). This is to ensure we meet our obligations under the [Equality Act 2010](#), including the [Public Sector Equality Duty \(PSED\)](#). This is a statutory duty to ensure that we consider how our policies, programmes, and services will affect people with different protected characteristics. The PSED is a legal requirement for us to have due regard to the aim of eliminating conduct prohibited by the act, advancing equality of opportunity and fostering good relations. It also requires us to monitor the actual impact of the things we do.

Socio-economic Duty

The Socio-economic Duty exists in Section 1 of the Equality Act (2010), it requires public bodies to take clear and effective steps to tackle inequalities caused by differences in jobs, education, where people live, or social class. This duty isn't implemented by government in England, but since 2024, 47 councils in England have chosen to adopt the duty, Stroud District Council being one of them.

Although local authorities in England do not have to follow Section 1 of the Equality Act, the Council's adoption of the Socio-economic Duty has been a helpful mechanism to consider how strategic decisions address widening inequalities associated with socio-economic disadvantage, as part of the broader Public Sector Equality Duty.

The Council's approach to EqIAs already considers the impact that service delivery has on those experiencing socio-economic disadvantage, and including a section in the EDIEB Policy 2025-29 about this formalises the Council's commitment to tackling socio-economic disadvantage.

Equality Impact Assessments (EqIA)

EqIA are a tool to help local authorities ensure their policies, and the ways they carry out their functions, do what they are intended to do and for everybody. They enable us to assess the positive, neutral, or negative impact of policies, strategies, or projects and identify steps we can take to promote equal opportunity, including mitigating negative or adverse impacts where possible.

A review of these assessments was undertaken which has led to an opportunity to develop an EqIA tool. This tool is much more intuitive than the previous process in place for completing EqIA, it consists of a two-stage approach which provides more guidance and support to officers as they complete their assessments, illustrates a colour-coded consequence wheel to see where the biggest impacts are on each of the protected characteristics and groups, consolidates the mitigations in place for negative impacts across all assessments, and acts as an informal projects register.

The purpose of the two-stage approach is to encourage more officers to complete a stage 1 earlier on in their piece of work, so they can consider the impact on communities much earlier on in the process of developing a new initiative or change of service, to therefore identify preventative measures and put them in place. This also means that when they do need to undertake a stage 2 assessment, which takes a deep dive into each of the protected characteristics and groups, they are much more prepared in providing that granular detail about the specific impacts their piece of work will have.

The tool also includes further protected groups for inclusion to assess impact as well as the protected characteristics, these are Armed Forces Personnel/Veterans, Carers, and Care Leavers as well as our already implemented considerations for Socio-economic disadvantage and rural communities. These new groups are introduced following feedback from the public consultation in 2025 and based on emerging best practice across the UK.

We are hoping that the introduction of this tool and process will increase the number of assessments, improve the quality of assessments before they go to council or committee, deepen officer and Member understanding of impact of service delivery on our communities, and have oversight of actions and mitigations for work that impacts our community in a negative way.

The EDIEB Policy is supported by an annual Action Plan, which sets out a series of prioritised activities designed to meet the Council's equality objectives. Progress against the Action Plan is monitored quarterly by the EDIEB Working Group and reported to Council annually.

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

- Equality Act 2010
- Public Sector Equality Duties (PSED)
- Socio-economic Duty

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

All those that engage with the council, whether that be our council tenants, customers, members, councillors, employees or partners will benefit from the addition of the Socio-economic Duty to the EDIEB Policy and the updated protected groups in equality impact assessments (EqIA).

The policy ensures those with protected characteristics are considered when undertaking all work at the council and demonstrates our commitment to meet the Equality Act 2010. Importantly, the policy allows us to go above and beyond in our work wherever possible and enable us to:

- Deliver accessible, inclusive and responsive services to customers and residents in our communities, including those from under-represented groups.
- Employ a workforce that reflects the diversity of the Stroud district, and wherever this isn't possible, work towards how we can achieve that.
- Provide equality of opportunity to all our staff.
- Meet the requirements of the Public Sector Equality Duty (PSED) and the adopted Socio-economic Duty.

This policy protects our staff, residents and communities from being discriminated against for any of the nine protected characteristics and recognised protected groups. The policy acts as guidance for officers to understand and navigate the legal framework but also outlines what our commitment is as a local authority to advance equality of opportunity and foster good relations between people who share a protected characteristic, and those that do not.

The inclusion of the expanded protected groups in EqIA ensures that officers are considering the positive, neutral, and negative impacts on Armed Forces Personnel/Veterans, Carers, Care Leavers, Socio-economic disadvantaged and rural communities as well as people with protected characteristics. This ensures that preventative measures can be put in place, or mitigations can be identified, where these groups are impacted on service delivery.

By committing Stroud District Council to recognising their impact on these groups consistently, it encourages officers to proactively design services that positively engage these groups, directly benefiting them by addressing their needs and ensuring our Council goes above and beyond wherever possible.

6. What outcomes are expected?

The EDIEB policy includes a variety of objectives that are designed to ensure equality, fairness, inclusion, and foster good relations between our staff, residents, and the wider community. It encourages a working environment where everyone feels safe, has a sense of belonging, and is empowered to be their true self.

The actions underpinning the objectives are intended to create positive outcomes for advancing opportunity for disadvantaged groups/communities. These outcomes include:

- Providing fair and inclusive services and employment opportunities for everyone in Stroud District.
- Developing and embedding our equality objectives as part of our annual action plan.
- Having 'due regard' to each of the nine protected characteristics and promoting and embedding them in everything that we do.
- Eliminating unlawful discrimination; advancing equality of opportunity and fostering good relations between individuals and community groups.
- Promoting and celebrating diversity in the Stroud District.
- Creating a safe working environment that provides a sense of belonging across the organisation.

Further consultation and individual EQIAs will take place for specific projects, proposals and policies as part of the ongoing development and completion of the specific actions in the action plan. The action plan will be reported on annually at full Council.

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

- [Local Government Association's equality framework for local government](#). The framework has four improvement modules:
 1. Understanding and Working with your Communities
 2. Leadership and Organisational Commitment
 3. Responsive Services and Customer Care
 4. Diverse and Engaged Workforce

This is the framework we have used to develop our three key objectives.

- [Equality Act 2010 guidance for public authorities](#).
- [Public Sector Equality Duty \(PSED\) guidance for public authorities](#).
- We have used the [National Offender Management Information System \(NOMIS\)](#), Official Census and Labour Market Statistics, the [Office of National Statistics Census \(ONS, 2021\)](#) and [Inform Gloucestershire \(Mid-2024 Population Estimates\)](#) to pull out key statistics that related to the aims and objectives of the EDIEB Policy. These included:
 - Population (125,680¹)

¹ https://www.gloucestershire.gov.uk/media/bincy5z1/gloucestershire_and_districts_mid-2024_population_estimates.xlsx

- Number of households (52,400)
 - Age
 - Sex
 - Gender identity
 - Race and ethnicity
 - Sexual orientation
 - Religion
 - Armed forces veterans
 - Employment
 - Household deprivation
 - Disability
- Workforce statistics and research were used as additional evidence to understand our demographic and if we are representative of the Stroud district. This was undertaken with support from service areas across the Council and included in the policy to see how representative we are of our district.

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

The EDIEB Policy was approved at full Council on 10 April 2025 following a comprehensive public consultation. The consultation also influenced actions for inclusion in 2025/26 Action Plan, an example being the inclusion of Armed Forces Personnel/Veterans to EqIA.

The 2026/27 Action Plan has been developed by the EDIEB Working Group in collaboration with lead officers and reflects local insight, national and local data and statistics, and internal and external consultation findings. The proposed Action Plan was also considered by Group Leaders on 1 April 2026 where no specific changes or suggestions for improvement were made.

The proposed wording for inclusion about the Socio-economic Duty in the EDIEB Policy was developed by the Corporate Policy and Governance team and has been reviewed and approved by the EDIEB Working Group.

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	Whilst the overarching EDIEB Policy aims to provide a positive impact for all individuals living, working and visiting the district, individual EqIA
Disability	

Gender Re-assignment	<p>will be completed as part of the ongoing development and implementation of specific projects and initiatives which make up the Annual Action Plan and other work around the Council. This is to ensure the council's statutory duty to promote equality of opportunity and good relations is fully considered. The purpose of the EDIEB Policy is to demonstrate Stroud District Council's commitment to meeting the General Equality Duty, Public Sector Equality Duty (PSED) and Socio-economic Duty in order to have a positive impact on those with protected characteristics and our pre-determined protected groups.</p> <p>The Action Plan sets out specific actions with expected outcomes that we hope to deliver over this period, which intend to foster good relations and advance equality of opportunity. By embedding EDIEB into our culture through this policy and action plan, it is anticipated that there will be a positive impact on those with protected characteristics, but it is important to consider the individual pieces of work that will make up the annual action plan, where EqIA will further clarify the impact on all protected groups.</p>
Pregnancy & Maternity	
Race	
Religion – Belief	
Sex	
Sexual Orientation	
Marriage & Civil Partnerships (part (a) of duty only)	
<p>Rural considerations: le Access to services; transport; education; employment; broadband;</p>	<p>There are some specific rural considerations within the annual action plan that may affect residents in the Stroud district, including:</p> <ul style="list-style-type: none"> • Hard-to-reach residents; some of these people may be living in less populated areas of the Stroud district with limited access to their own transport or public transportation. • Those who are digitally excluded; those with limited or no access to the internet. • Under-represented groups: People with protected characteristics who aren't significantly represented by the demographic of the Stroud district. • Improve accessibility of communication: We need to ensure that all our communications are accessible to everyone, in particular those with disabilities, limited English proficiency, and other marginalised groups. • Demonstrate our commitment to EDIEB when recruiting for job roles: Understanding that some applicants may have difficulty with transport to the workplace and having access to broadband to work from home and making considerations where possible to suit these applicants. <p>Aside from our specific considerations within the annual action plan, we also have adopted and implement the Socio-economic Duty. This duty requires public bodies to adopt transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class. People considered in the duty will include those on a low-income or unstable employment, those that live in more deprived areas, such as Cam and Dursley, Stonehouse, Slad and Stroud Central², people experiencing</p>

² [iodfact2025_stroud.pdf](#)

	<p>poverty or at risk of poverty, those in poor housing conditions or homelessness, and those with low educational attainment.</p> <p>This duty is not implemented by the UK Government yet, but as a council, we believe that the Socio-economic Duty offers a useful tool for local authorities to actively consider the way in which policies and strategic decisions can address inequalities within the wider PSED requirements.</p>
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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?

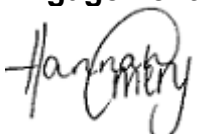
Please transfer any actions to your Service Action plan on Excelsis.

Action(s):	Lead officer	Resource	Timescale
No negative impact identified			

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 Smith	Date: 2 April 2026
Role: Projects and Consultation Officer	
Countersigned by Head of Service/Director: Hannah Emery, Head of Policy, Governance and Engagement	Date: 13 April 2026
	

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