

# Equality Analysis Form

By completing this form, you will provide evidence of how your service is helping to meet 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://www.stroud.gov.uk/council-and-democracy/corporate-plans-and-policies/equality-diversity-and-inclusion/equality-impact-assessments>

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): Tony Dix	Telephone:
	E-Mail: tony.dix@stroud.gov.uk
Service: Community Services	Date of Assessment:

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

Stroud District Community Safety Plan 2023 - 2026

Is this new or an existing one? New

## 3. Briefly describe its aims and objectives

The main aims of the CSP Plan:

- The Stroud District Community Safety Plan details how the Community Safety Partnership (SDCSP) plan to tackle community safety issues that matter to the local community.
- To work in partnership with responsible authorities, town & parish councils, co-opted voluntary organisations and communities both rural and urban with the aim to reduce crime, fear of crime and anti-social behaviour and increase reporting.

- To deliver enhanced partnership working, collaboration and collective problem solving
- To identify the best way to work with and for communities to reduce crime, fear of crime and anti-social behaviour in all its forms.
- To provide appropriate support to victims of all crime and anti-social behaviour through partnership working and collaboration.
- To ensure the SDCSP plan is community focussed

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

- Section 17 Crime & Disorder Act 1998 places a statutory duty on a local authority to reduce crime, fear of crime and anti-social behaviour.
- Statutory obligations/duties in particular Modern Slavery National Referral Mechanism and Prevent Duty.

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

- Residents of rural & urban communities of the Stroud District Council area
- People who work in the district
- Visitors/Tourists to the district

Including those whose status are defined as 'protected characteristics'

**6. What outcomes are expected?**

The outcomes will be a reduction of crime and anti-social behaviour, and an increase and confidence in reporting and greater community engagement.

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

- Gloucestershire Inform – Stroud District Profile.
- Crime analysis provided by MaiDen (GCC) iQuanta and the ONS to monitor crime and anti-social trends.
- Gloucestershire Community Safety Strategic Assessment 2023 – 2026
- Refuge Domestic Abuse Support Service
- National Rural Crime Network
- Health & Safety Executive (Farmer & agricultural worker suicide rates)

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

**List of consultees:**

- Stroud District Council services
- Members anti-social behaviour workshop
- Gloucestershire Police
- Office of the Police & Crime Commissioner (Gloucestershire)
- Gloucestershire Domestic Abuse Support Service (GDASS)
- Gloucestershire County Council Departments
- Gloucestershire Fire & Rescue Service

- Gloucestershire Integrated Care Board
- Barnardos
- Victim Support
- Trading Standards
- Solace
- Town Councils
- Safe Space
- Clewer Initiative (Modern Slavery)
- Bromford Housing
- Sovereign Housing
- Sanctuary Housing
- P3 Charity
- Change Grow live (Drug & Alcohol services) CGL.
- The Door
- Prospects (Youth Provision)

**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>Hate crime is an issue that will be monitored and responded to by community safety partners.</p> <p>Hate crime is defined as 'Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender.'</p> <p>The population of Stroud District is approximately 121,529.  Age ranges:  0-19yrs – 25,942 – 21.3% of the population  20 – 64yrs – 67,168 – 55.3% of the population  65yrs+ - 28,419 – 23.4% of the population  Crime recorded in Stroud District from June 2022 – June 2023 was 7,195.  Victims under the age of 19 were 974 - 13% of victims of crime.  Victims between the age 20 – 74yrs – 84% of victims of crime.  Victims over the age of 75+ was 245 – 3% of victims of crime.</p> <p><b>Positive Impact</b></p>
Disability	<p>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. It could include people with physical or sensory difficulties, people with learning disabilities, people who use British Sign Language and people with mental illness health</p>

	<p>issues.</p> <p>There are 20,521 - 16.9% of residents in the Stroud District registered as disabled under the Equalities Act 2010.</p> <p>Disability Hate Crimes recorded from June 2022 – June 2023 was not available at the time of this report.</p> <p><b>Positive Impact</b></p>
<p><b>Gender Re-assignment</b></p>	<p>The CSP Plan aims to reduce crime/hate crime or incidents and domestic abuse, increase confidence to report and provide appropriate support by signposting to relevant services.</p> <p>This will include male and female who identify as transgender. We also need to consider those who may identify themselves as gender dysphoric (transgender) or someone in the process of transitioning from one gender to another.</p> <p>Number of persons aged 16+ gender identity different from sex registered at birth was 376 – 0.4% of Stroud district area.</p> <p>Number of persons aged 16+ identify as trans – Female – 71 Number of persons aged 16+ identify as trans – Male – 60</p> <p>National studies and research show that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue.</p> <p><b>Positive Impact</b></p>
<p><b>Pregnancy &amp; Maternity</b></p>	<p>The CSP plan will encourage all people to report crime/hate crime or incidents and domestic abuse due to the fact a woman is pregnant and/or breastfeeding.</p> <p>Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p> <p>Tackling domestic abuse is one of the priorities for community safety partners. Pregnancy can be a risk factor for domestic violence. 20% of women in refuge services are pregnant or have recently given birth. It is estimated that four to nine in every 100 pregnant women are abused during their pregnancy or soon after the birth and there is a link between abuse during pregnancy and a woman’s chance of being killed by her perpetrator.</p> <p><b>Positive Impact</b></p>
<p><b>Race</b></p>	<p>This refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. This could include Asian or Asian British people, Black or Black British people, Chinese people, Gypsy, Roma, or Traveller people, Irish people, People of mixed heritage, White people, people of other ethnic backgrounds and</p>

	<p><b>Asylum seekers and refugees.</b></p> <p><b>Racially/Religiously aggravated crimes recorded from June 2022 – June 2023 was 51.</b></p> <p><b>Positive Impact</b></p>
<p><b>Religion – Belief</b></p>	<p><b>This could include people of different faith groups or spiritual traditions or those with no particular faith e.g., Atheism. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</b></p> <p><b>Racially/Religiously aggravated crimes recorded for the Stroud District Area from June 2022 – June 2023 was 51.</b></p> <p><b>Positive Impact</b></p>
<p><b>Sex</b></p>	<p><b>The CSP Plan will look at how we can reduce crime/hate crime/incidents and domestic abuse to increase confidence to report regardless of sex.</b></p> <p><b>Tackling domestic abuse is one of the priorities for community safety partners.</b></p> <p><b>There are 59,398 males and 61,131 females in the Stroud District.</b></p> <p><b>Harassment crime recorded for Stroud District Area from June 2022 – June 2023 was 531 (No gender given) but assumption the majority will be against females.</b></p> <p><b>Tackling sexual violence is a priority for partners particularly violence against women and girls.</b></p> <p><b>Recorded Sexual Offences for Stroud District Area June 2022 – June 2023 was 297.</b></p> <p><b>Domestic Abuse affects both men and women.</b></p> <p><b>Police nationally receive one call every 30 seconds to report domestic abuse.</b></p> <p><b>It is estimated that less than 24% of domestic abuse crime is reported to the police.</b></p> <p><b>National Statistics state that 1 in 4 women and 1 in 6 men will be victims of domestic abuse during their lifetime.</b></p> <p><b>Two women are killed each week by a partner or ex-partner.</b></p> <p><b>It is estimated that around 3 women a week die by suicide as a result of domestic abuse.</b></p> <p><b>41% of UK girls aged 14 to 17 in an intimate relationship experienced some form of sexual violence from their partner.</b> <small>(Statistics from REFUGE)</small></p> <p><b>Rural victims are half as likely to report their abuse to others. Rural victims' abuse goes on significantly longer. Rural victims cannot readily access support services. Rural victims live in a society that defacto protects the perpetrators.</b></p>

	<p><b>Rural victims are isolated, unsupported, and unprotected in a rural hell, which is purposefully ‘normalised’.</b></p> <p><small>(National Rural Crime Network Report 2019 Captive &amp; Controlled Domestic Abuse in Rural Areas, isolated, unsupported, and unprotected, victims failed by the system, services, and those around them)</small></p> <p><b>Positive Impact</b></p>
<p><b>Sexual Orientation</b></p>	<p><b>The CSP Plan will look at how we can reduce crime/hate crime/incidents and increase confidence to report regardless of sexual orientation.</b></p> <p><b>This is about whether a person's sexual attraction is towards their own sex, a different sex or to both sexes. This could include gay men, lesbians, heterosexual and bisexual people.</b></p> <p><b>Number of persons aged 16+ who identified as gay, lesbian, plus all other sexual orientations in the Stroud District – 2714 – 2.7%</b></p> <p><b>Positive Impact</b></p>
<p><b>Marriage &amp; Civil Partnerships (part (a) of duty only)</b></p>	<p><b>The CSP plan will encourage all people either married, in a civil partnership or co-habiting to report crime and anti-social behaviour.</b></p> <p><b>Neutral Impact</b></p>
<p><b>Rural considerations:</b> I.e., Access to services; transport; education; employment; broadband;</p>	<p><b>The CSP Plan will look at how we can reduce rural crime, support victims through partnership working and increase confidence to report.</b></p> <p><b>Rural crime and access to support services of all kinds is vastly different from urban crime. It often severely impacts the farm business. For example, the theft of high value machinery that cannot be replaced swiftly puts timely agricultural operations at risk. Crimes on farm often involve considerable damage and the rural nature of farm businesses can make them difficult to secure. Perpetrators will often use threatening behaviour if confronted, this puts rural communities and individuals at risk. To compound this issue many rural locations are remote and so police response times are lengthened.</b></p> <p><b>The lack of access to services in rural locations has an impact on reporting and accessing domestic abuse and mental health support.</b></p> <p><b>Rural victims are half as likely to report their abuse to others. Rural victims’ abuse goes on significantly longer. Rural victims cannot readily access support services. Rural victims live in a society that protects the perpetrators. Rural victims are isolated, unsupported, and unprotected in a rural hell, which is purposefully ‘normalised.’</b></p> <p><b>The Health and Safety Executive has published data that in 2019, 102 suicides by individuals working in agricultural and related trades were registered in England and Wales. This</b></p>

	accounts for 2.2% of suicides in 2019. Positive Impact
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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: Tony Dix	Date: 15 <sup>th</sup> August 2023
Role: Interim Principal Community Services Officer	
Countersigned by Head of Service/Director:  	Date: 18/8/2023

Date for Review: Please forward an electronic copy to [eka.nowakowska@stroud.gov.uk](mailto:eka.nowakowska@stroud.gov.uk)