

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 Keating Clark	Telephone:
	E-Mail: emma.keating.clark@stroud.gov.uk
Service: Fit for the Future	Date of Assessment: 05.03.24

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

Voluntary, Community and Social Enterprise Principles

Is this new or an existing one? New

3. Briefly describe its aims and objectives

The aim is to provide the council with a set of Voluntary, Community and Social Enterprise (VCSE) principles that can be applied to all our engagement and consultation work and opportunities. The objectives of the Principles are to promote consistency, equality and inclusion, accountability, effective feedback and measuring the impact of our work for and with communities. This will help improve the quality and value of our interactions with communities.

The key objectives are as follows:

- Support an asset-based approach to CVSE development.
- Improve consistency, quality and value of our interactions with voluntary sector, communities and social enterprises.
- Promote consistency, equality and inclusion, accountability, and the importance of effective feedback to communities.
- Provide a way to continually improve our engagement practices and to measure the impact of our work for and with communities.
- Align with other more specific engagement strategies and policies used by the council.

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

No

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

This initiative will potentially benefit all citizens and communities as the council builds its skills, knowledge and experience to practice more effective VCSE engagement. Organisations which are currently missed in support and engagement opportunities like consultations should benefit if the council is better able to identify and work with seldom heard groups or people who do not regularly engage with the council.

Placing more power in the hands of CVSE helps to create and sustain strong and resilient communities.

6. What outcomes are expected?

The council will have a set of guiding community engagement principles which align with all our other engagement and consultation type strategies and practices. Officers will be better supported to work in an ABCD way, through the guidance and through collaborating to build a good practice toolkit of community engagement methods, models and techniques.

Governance and reporting arrangements will help the council engage consistently, transparently and inclusively with communities and better enable the sharing of feedback.

Other outcomes relate to increasing the skills and knowledge of the council, and improved sharing of insight and information across council services from our work with communities.

Longer term outcomes are the internal culture change associated with effective community engagement and community outcomes related to tackling health inequalities, supporting resilience and cohesive communities, and addressing the wider determinants of health.

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

The importance of effective and consistent VCSE engagement is well documented, for example by the Local Government Association New Conversations Guide to Community Development.

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

Elected Members (Chairs and Vice Chairs of Committees), Alliance Leadership Team, Senior Leadership Team, Leadership and Management Team, Youth Council, Community Connections Workstream team, and council services such as Community Development, Housing Services (tenant engagement), Communications, Policy and Governance, Museum in the Park, Planning Strategy and Development Management, and Customer Access. The Equality, Diversity, Inclusion and Equity Working Group were also consulted on the Principles. Community leaders and the VCSE are being consulted on the second draft.

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>The district has a population of circa 121,103 people which are broken down into the following age categories:</p> <p>Aged 0-4 – 5,643 Aged 5-19 – 20,200 Aged 20-64 – 67,030 Aged 65+ - 28,230</p> <p>All age groups should benefit from the Principles because the council will be more effective at providing inclusive and accessible forms of engagement so that everyone can have a voice (if they want to).</p>
Disability	<p>Positive: accessibility, inclusion and equality will be promoted by the Principles and officers will gain skills in adapting engagement events and consultation so that they are truly accessible to the communities involved.</p> <p>The Principles should lead to a culture where voices that have been traditionally silenced are able to be heard.</p>
Gender Re-assignment	<p>Positive: the Principles aim to improve the way the council engages with all communities (not just geographical) and to allow people to have a voice and participate in the way that works best for them. Accessibility and confidentiality will help to create safety.</p>
Pregnancy & Maternity	<p>Neutral</p>
Race	<p>Positive: accessibility, inclusion and equality will be promoted by the Principles and officers will gain skills in adapting engagement events and consultation so that they are truly accessible to the communities involved.</p>

	The Principles should lead to a culture where people who have not traditionally been heard will be able to amplify their voices.
Religion – Belief	Positive – the Principles will enable engagement with VCSE in a way that respects religion and beliefs and empowers people to feel they can be involved, not marginalised.
Sex	Positive – the Principles will support equality between voices of people of different sexes without giving more weight or value to one sex.
Sexual Orientation	Positive – people should feel more able to become involved in engagement events and opportunities and to be heard openly or in confidence.
Marriage & Civil Partnerships (part (a) of duty only)	Neutral
Rural considerations: le Access to services; transport; education; employment; broadband;	None specifically associated with this report; however, accessibility of engagement events and consultations will be considered as part of the embedding process.

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:	Date:
Role: Community Connections Workstream Lead	
Countersigned by Director: 	Date: 05.03.24

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