

# 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://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): Michelle Elliott	Telephone:
	E-Mail: <a href="mailto:michelle.elliott@stroud.gov.uk">michelle.elliott@stroud.gov.uk</a>
Service: Housing Services	Date of Assessment: 18 October 2021

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

Pet Policy
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Is this new or an existing one?      **Existing**

## 3. Briefly describe its aims and objectives

How requests to keep a pet are made and managed
How SDC will manage pets that are left behind during abandonments/evictions/deaths
How requests to keep a pet can be withdrawn

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

**PDSA guidance  
Animal Welfare Act 2006**

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

**Council tenants will benefit depending on the type of pet requested in terms of loneliness and health and wellbeing**

**6. What outcomes are expected?**

**The purpose of the policy is to provide a framework for tenants wishing to keep a pet and how pets are managed**

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

**Research with the Pets protection league**

**8. Has any consultation been carried out?**

**Yes**

**Details of consultation**

***Consultation carried out with Animal Welfare Officers***

**If NO please outline any planned activities**

**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)
<b>Age</b>	Positive Applicants must be over the age of 18 to hold a council tenancy, so those younger than that will be excluded but this is justified.
<b>Disability</b>	Positive – Applicants with disabilities may benefit from the companionship of a pet
<b>Gender Re-assignment</b>	Neutral - Applicants may benefit from the companionship of a pet
<b>Pregnancy &amp; Maternity</b>	Neutral - Applicants may benefit from the companionship of a pet
<b>Race</b>	Neutral - Applicants may benefit from the companionship of a pet
<b>Religion – Belief</b>	Neutral - Applicants may benefit from the companionship of a pet
<b>Sex</b>	Neutral - Applicants may benefit from the companionship of a pet
<b>Sexual Orientation</b>	Neutral - Applicants may benefit from the companionship of a pet
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	Neutral - Applicants may benefit from the companionship of a pet
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	Positive - Applicants may benefit from the companionship of a pet in rural locations where interaction with other people may be less frequent

**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**

<b>Completed by: Michelle Elliott</b>	<b>Date:20/10/21</b>
<b>Role: Housing Manager</b>	
<b>Countersigned by Head of Service: Kevin Topping</b>	<b>Date: 21/10/21</b>