

# 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): Sara Weaver	Telephone: 01453 754183
	E-Mail: sara.weaver@stroud.gov.uk
Service: Tenant Services	Date of Assessment: 7/1/22

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

HRA Delivery Plan Update
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Is this new or an existing one?    **Existing** (please delete as appropriate)

## 3. Briefly describe its aims and objectives

Revised plan in light of the new Council Plan, the 30-year financial plan, the Government White Paper on Social Housing, and CN2030 including retrofit
The HRA Delivery Plan was updated with key strategic objectives for the medium term.

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

Government White Paper on Social Housing, and CN2030

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

Residents and stakeholders.

A 12-point action plan has been put in place supported by work streams involving the Head of Housing Contracts, New Homes and Regeneration Manager and the Head of Strategic Housing Services.

**6. What outcomes are expected?**

- Improve tenant satisfaction and culture exploring different avenues and opportunities to build, enhance, and grow communities;
- Delivery of the Older Person's Strategy and action plan over the next 5 years including the current programme to modernise the Council's sheltered housing stock and the quality of the 'housing offer';
- New development;
- Investment in sustainable and attractive estates and stock; and
- Implementation of the updated energy strategy

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

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

Yes - Head of Property Services, Head of Contract Services, New Homes and Regeneration Manager, Strategic Head of Housing, Accountancy Manager

**Details of consultation**

Also, a 20-point consultation is currently out for comment based on tenant satisfaction measures from the Regulator of Social Housing and work is underway to gauge views from our tenants prior to Stroud responding by the end of February 2022 (deadline is the first week of March 2022)

**If NO please outline any planned activities – n/a**

**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>	<p>There were 118,130 residents in Stroud in 2017, approximately 8% more than 2001. This is below the county average of just over 10%.</p> <p>The proportion of people aged 65+ (22.2%) exceeds the County and national average of 21%. The second most common household composition is 'pensioner households' standing at 24.4% of households - 3.7% higher than the average for England.</p> <p>In recognition of the district's ageing population, this project addresses the future housing needs of older people, including: research on the housing needs and ambitions of older people in order to encourage downsizing (therefore freeing up family sized accommodation); where possible and where value for money can be demonstrated, new flats will be built with flexibility to alter the layout to future proof them to meet possible changing needs moving forward.</p> <p>Potentially positive impact.</p>
<b>Disability</b>	<p>17% of residents in Stroud had a limiting long-term illness/disability (LLTI) in 2017. This compares to 18% across England.</p> <p>The sheltered modernisation project includes specific actions to meet the needs of this group e.g. new build properties will be built to meet part M of Building Regs (in terms of disabled access, turning circles and lift installs) and a committed programme of improvements to Green &amp; Amber schemes to improve access in and around schemes.</p> <p>Potentially positive impact.</p>
<b>Gender Re-assignment</b>	<p>The HRA Delivery Plan is expected to have a neutral impact upon gender re-assignment groups.</p>
<b>Pregnancy &amp; Maternity</b>	<p>The HRA Delivery Plan is expected to have a neutral impact upon Pregnancy &amp; Maternity groups.</p>
<b>Race</b>	<p>94.9% of the Stroud population identified themselves as White British in 2017. This is significantly higher than the England average of 79.8%. This could potentially lead to some residents of different ethnic origin feeling isolated.</p> <p>SDC's tenancy agreement and sign-up process highlights the importance of respecting the individuality and views of others (including disability, race etc).</p> <p>The HRA Delivery Plan is expected to have a neutral impact upon</p>

	different race groups.
<b>Religion – Belief</b>	The HRA Delivery Plan is expected to have a neutral impact upon religious beliefs.
<b>Sex</b>	The HRA Delivery Plan is expected to have a neutral impact upon male or female groups.
<b>Sexual Orientation</b>	The report published by Help and Care Development Ltd titled ‘Gay and Grey’ some 60% of respondents reported some degree of isolation and 25% felt they did not have adequate support.  The HRA Delivery Plan is expected to have a neutral impact upon sexual orientation groups.
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	SDC allow same sex couples to have tenancies and we do not discriminate against marriage or civil partnerships. SDC encourage staff to undertake equality training during their induction and there is an e-learning portal available for refresher training at any point.
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	Continuing to signpost customers to outreach services in more rural areas. Mobile services are more fully available as well as self-serve. Building of more houses allowing families to remain in the areas they were born in.  Potentially positive impact

**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**

**We are satisfied that an Impact Assessment has been carried out on this service 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: Sara Weaver</b>	<b>Date: 7/1/22</b>
<b>Role: Operations Manager (interim)</b>	
<b>Countersigned by Head of Service/Director:</b> 	<b>Date: 24.01.22</b>

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