

# 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: 20/01/22

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

Decant Policy

Is this new or an existing one? **Existing / Updated**

## 3. Briefly describe its aims and objectives

This policy sets out the Council's approach for SDC tenants who are asked to leave their home by the Council;

- On a permanent basis in order for neighbourhood regeneration to take place
- On a temporary basis in order for the Council to carry out substantial works to the property and where it has been agreed by the Council that the property would be unfit for occupation during works

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

Housing Act 1985

Housing Act 1988

Land compensation Act 1973

Planning & Compensation Act 1991

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

Tenants & Residents on our Estates

**6. What outcomes are expected?**

**Provide safe homes**  
**Protect and enhance the reputation of SDC**

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

**Research carried out by other authorities**

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

**Yes**  
**Consultation has been carried out with :**  
**Head of Property Services**  
**Head of Contract Services**  
**Housing Advice Manager**  
**Housing Manger**  
**Income & Systems Manager**  
**New Homes & Regeneration Manager**  
**Strategic Head of Housing Services**

**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)*

<b>Protected Group</b>	<b>Type of impact, reason and any evidence (from Q7 &amp; 8)</b>
<b>Age</b>	The Council will work with families to ensure that the disruption to children and young people who attend school and college is minimised
<b>Disability</b>	The Council will ensure that tenants living in adapted properties, can move to a property which continues to meet their needs.
<b>Gender Re-assignment</b>	It is not anticipated that the Council will need to take any further action in order to enable access for this group.
<b>Pregnancy &amp; Maternity</b>	The Council will ensure that additional support with moving is provided to someone who is pregnant or has young children.

<b>Race</b>	It is not anticipated that the Council will need to take any further action in order to enable access for this group.
<b>Religion – Belief</b>	It is not anticipated that the Council will need to take any further action in order to enable access for this group. Religion and Belief: It is not anticipated that the Council will need to take any
<b>Sex</b>	It is not anticipated that the Council will need to take any further action in order to enable access for this group. Religion and Belief: It is not anticipated that the Council will need to take any
<b>Sexual Orientation</b>	It is not anticipated that the Council will need to take any further action in order to enable access for this group. Religion and Belief: It is not anticipated that the Council will need to take any
<b>Marriage &amp; Civil Partnerships (part (a) of duty only)</b>	It is not anticipated that the Council will need to take any further action in order to enable access for this group. Religion and Belief: It is not anticipated that the Council will need to take any
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	The Council will work with families to understand their needs of areas that may and may not be suitable for them to move to

**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.**

<b>Action(s):</b>	<b>Lead officer</b>	<b>Resource</b>	<b>Timescale</b>

**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: 20/01/22</b>
<b>Role: Housing Manager</b>	
<b>Countersigned by Strategic Director of Communities:</b> 	<b>Date: 25.03.22</b>

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