

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): Emma Keating Clark | Telephone: 01453 766321 |
| | E-Mail: emma.keatingclark@stroud.gov.uk |
| Service: Community Health & Wellbeing | Date of Assessment: 18 th August 2022 |

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

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|---|
| Stroud District Council Health & Wellbeing Plan 2022-2025 |
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Is this new or an existing one? Existing (please delete as appropriate)

3. Briefly describe its aims and objectives

Supporting the health and wellbeing of residents is a fundamental reason for the existence of district councils. Stroud District Council creates a Health and Wellbeing Plan to pull together the golden thread of health and wellbeing that runs throughout the work of the council.

While this document cannot mention every piece of work that impacts wellbeing, it does include key priorities from the current Council Plan and other relevant strategies that support the health and wellbeing of Stroud residents.

The Health and Wellbeing and Physical Activity action plans illustrate our focus over the next three years and relates directly to the following five health and wellbeing themes.

- Community Resilience and Wellbeing
- Healthy, Affordable Homes
- Supporting Better Mental Health
- Encouraging Physical Activity
- Healthy Ageing

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

Yes – The Council has a remit to support tackle homelessness, support the cost of living crisis through the Household Support Fund, and support refugees who may be housed in Stroud District.

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

Residents all across the Stroud District, especially those in more vulnerable groups who could be supported by SDC, health and care providers and by their local voluntary and community organisations.

6. What outcomes are expected?

The Health & Wellbeing Plan 2022-2025 aims to improve to improve:

- Community Resilience and Wellbeing
- Healthy, Affordable Homes
- Supporting Better Mental Health
- Encouraging Physical Activity
- Healthy Ageing

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

This is a wide ranging Plan that covers multiple service areas, target demographics and interventions. Evidence from the relevant service areas on the impact of their work on wellbeing is considered.

8. Has any consultation been carried out?

This plan is based on existing Council Plans and Strategies that have already been consulted upon and agreed.

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) |
|--|---|
| Age | Positive – Support for mental health and encouraging physical activity are two major themes in this plan for young people and older people. |
| Disability | Positive – Social connections and peer groups are more likely to blossom in local, equality-minded Community Hubs. Better coordination with Disability charities across the County and more awareness of gaps in the current provision for Stroud District. |
| Gender Re-assignment | Positive – Social connections and peer groups are more likely to blossom in local, equality-minded Community Hubs. Better coordination with Gender Re-assignment charities across the County and more awareness of gaps in the current provision for Stroud District. |
| Pregnancy & Maternity | Positive – Community Hubs will support new families and more mental and physical health opportunities will be made available. The Healthy Lifestyles scheme includes physical activity support for new mums. |
| Race | Positive – Social connections and peer groups are more likely to blossom in local, equality-minded Community Hubs. The district council is on the forefront of work to support refugees. |
| Religion – Belief | Neutral – |
| Sex | Positive - Some aspects of the plan tackle issues that are predominantly felt by women and girls, including work to tackle Eating Disorders. |
| Sexual Orientation | Positive – The Community Hubs encourage open and non-judgemental social spaces. Our work to support young people's mental health can be of help to young people dealing with coming out. |
| Marriage & Civil Partnerships (part (a) of duty only) | Neutral |

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| Rural considerations: le Access to services; transport; education; employment; broadband; | Positive – Better coordination with rural voluntary and community sector organisations across the County and more awareness of gaps in the current provision for rural communities in the Stroud District. Affordable food for rural areas is planned through the Feeding Stroud work. |
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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

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| Completed by: Emma Keating Clark | Date: 18-08-2022 |
| Role: Community Health & Wellbeing Manager | |
| Countersigned by Head of Service/Director:  | Date: 30-8-22 |

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