

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
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Service: Community Health & Wellbeing	Date of Assessment: 11 th October 2022

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

Stroud District Council – Cost of Living Crisis Response
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Is this new or an existing one? **New** (please delete as appropriate)

3. Briefly describe its aims and objectives

This paper outlines the work which is underway and proposed to support those who are being impacted by the emerging cost of living crisis. It sets out the current position with regards to the Household Support Fund, developing areas of concern which are emerging and proposed next steps.

The Council has been already taken steps to support communities and groups affected by the emerging cost of living crisis. It is drawing on its own resources alongside central government support distributed through Gloucestershire County Council (GCC).

Looking forward, the strain on communities and on the resources across statutory and non-statutory agencies is set to increase significantly. A requirement for ongoing central government support seems likely and may be distributed directly or through local infrastructures.

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

Yes – Second Tier councils have been asked by distribute funding and provide support for those effected by cost of living pressures.

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

Residents 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?

To reduce the impact of cost of living pressures on Stroud District residents.

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

The Council is using data and local intelligence to target groups and individuals who may be most vulnerable to cost-of-living pressures. However, this is an unusual situation and there may be unknown factors which are yet to emerge. The position is therefore under ongoing review.

8. Has any consultation been carried out?

This council paper has been written in consultation with partners who are supporting Stroud District in this emerging situation. This includes Town and Parish Councils, voluntary sector community hubs, registered housing providers and statutory partners such as the police and allied health professionals.

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 – Both young people and older people are likely to be adversely affected by cost of living pressures. Some support will be targeted at groups that are younger in families and of pension age.
Disability	Positive – The County Council has recommended that we target some of this support towards people living with disabilities or long-term conditions. They anticipate that the cost of living will impact on them adversely.
Gender Re-assignment	Neutral – we have no data on vulnerability in this cost of living crisis relating to gender reassignment specifically.
Pregnancy & Maternity	Positive – Pregnant and new mothers are likely to be adversely affected by cost of living pressures. Some support will be targeted at these groups through help for families.
Race	Positive – Our BAME population is not being specifically targeted by this programme, however the district council is on the forefront of work to support refugees and those resettled in the district from outside the UK. Networks supporting these groups are closely involved in this work.
Religion – Belief	Neutral – we have no data on vulnerability relating to religion specifically.
Sex	Positive - There is some evidence that mothers will be more adversely affected by the cost of living compared to men, as they tend to earn less and will feed their families before themselves. Some support will be targeted at families.
Sexual Orientation	Neutral – we have no data on vulnerability in this cost of living crisis relating to sexual orientation specifically.
Marriage & Civil Partnerships (part (a) of duty only)	Neutral
Rural considerations: le Access to services; transport; education; employment; broadband;	Positive – Rural populations are at risk for a number of reasons, where access to services, community networks and public transport may be more difficult. We are working with rural parish and town councils to help ensure that support is targeted at their communities.

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: Emma Keating Clark	Date: 11-10-2022
Role: Community Health & Wellbeing Manager	
Countersigned by Head of Service/Director: <i>Keith Gerrard</i>	Date: 12-10-22

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