

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/>

1. Persons responsible for this assessment:

Name(s): Katie Kirton	Telephone: 01453 754383
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Service: Corporate Policy & Governance	Date of Assessment: 6 December 2022

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

Member Champion Protocol

Is this new or an existing one? **New**

3. Briefly describe its aims and objectives

Member Champions are elected members who are appointed to specialise in important areas of work and drive issues forward as champions of specific interest. Member Champions will act as an advocate or spokesperson for a specific area of the Council's business and encourage communication and positive action over the issues they represent.

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

No

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

The Member Champion Protocol has been created to provide structure and support for Champions in driving forward and advocating for their specific interest. The protocol should enable Champions to be more successful in their role thereby providing increased benefit to any individual or community group related to the area they are championing.

6. What outcomes are expected?

- Eliminating unlawful discrimination
- Advancing equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Fostering good relations between people who share a relevant protected characteristic and those who do not.

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

- National and local research/statistics: <https://www.gloucestershire.gov.uk/inform/equality-and-diversity/>
- The Council's Equality, Diversity and Inclusion Working Group

8. Has any consultation been carried out?

Yes

Details of consultation

Consultation has been held with the Council's Constitution Working Group, Equality, Diversity and Inclusion Working Group, Member Development Working Group, appointed Member Champions, Group Leaders and all Councillors, the Independent Remuneration Panel, Lead Officers and the Strategic Leadership Team.

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	<p>It has not been identified that the Member Champion Protocol will negatively impact any of the protected characteristics.</p> <p>The current Mental Health Champion and Armed Forces Champion roles and the recommended Migrant Champion and Equality, Diversity and Inclusion Champions will raise awareness and promote social inclusion and equalities.</p> <p>The Equality, Diversity and Inclusion Champions in particular will have a positive impact by advancing equality and minimising disadvantages suffered by people due to protected characteristics.</p>
Disability	
Gender Re-assignment	
Pregnancy & Maternity	
Race	
Religion – Belief	
Sex	
Sexual Orientation	
Marriage & Civil Partnerships (part (a) of duty only)	
Rural considerations: le Access to services; transport; education; employment; broadband;	

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?

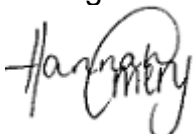
Please transfer any actions to your Service Action plan on Excelsis.

Action(s):	Lead officer	Resource	Timescale

Declaration

We are satisfied that an Impact Assessment has been carried out the Review Panel recommendations 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: Katie Kirton	Date: 07/12/2022
Role: Democratic Services and Elections Officer	
Countersigned by Head of Service/Director: Hannah Emery, Corporate Policy and Governance Manager	Date: 07/12/2022
	

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