

# 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://www.stroud.gov.uk/council-and-democracy/corporate-plans-and-policies/equality-diversity-and-inclusion/equality-impact-assessments>

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): Alison Fisk	Telephone: 01453 766321
	E-Mail: alison.fisk@stroud.gov.uk
Service: Property Services	Date of Assessment: 7 <sup>th</sup> June 2023

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

HRA New Build Programme

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

## 3. Briefly describe its aims and objectives

To deliver more affordable homes

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

The service is not a statutory function, building is governed by various areas of legislation (e.g. planning, building control) and Government grants are available through Homes England to support the delivery of more affordable homes

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

Those in housing need.

The proposed change is to remove a site from the new build programme and allow the community to develop alternative uses, with the land potentially transferring to a community group

**6. What outcomes are expected?**

Long-term outcomes expected are identified in the ‘Common Ground in Stonehouse’  
Onion Collective Report as

- Connection to nature
- Social connectedness
- Economic regeneration
- Community confidence

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

Stakeholder consultation undertaken by the Onion Collective and set out in the common ground report

**8. Has any consultation been carried out? See list of possible consultees**

Yes - see above

**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><u>Potentially positive impact</u> – the report recommends consultation directly with young people in particular and could result in a use which incorporate their views and meets some of their needs.</p> <p>Access to the site could be enhanced for older people.</p> <p><u>Potentially negative impact</u> - the loss of an opportunity to deliver affordable homes is likely to have a disproportionate impact on people within this group, which is unlikely to be fully offset from other uses on the site</p>
<b>Disability</b>	<p><u>Potentially positive impact</u> – access to the canal side could be enhanced for people with a disability.</p>

	<u>Potentially negative impact</u> - the loss of an opportunity to deliver affordable homes is likely to have a disproportionate impact on people within this group, which is unlikely to be fully offset from other uses on the site
<b>Gender Re-assignment</b>	<u>Neutral impact</u> expected upon gender re-assignment groups.
<b>Pregnancy &amp; Maternity</b>	<u>Potentially negative impact</u> – the loss of an opportunity to deliver affordable homes is likely to have a disproportionate impact on people within this group, which is unlikely to be fully offset from other uses on the site.
<b>Race</b>	<u>Potentially negative impact</u> - the loss of an opportunity to deliver affordable homes is likely to have a disproportionate impact on people within this group, which is unlikely to be fully offset from other uses on the site
<b>Religion – Belief</b>	Neutral impact expected
<b>Sex</b>	Neutral impact expected
<b>Sexual Orientation</b>	Neutral impact expected
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	Neutral impact expected
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	<u>Potentially positive impact</u> – the site is within a town location, but may provide enhanced facilities for people living in Bridgend who are physically separated from the town centre, by the A419
<b>Poverty and Socio-Economic Disadvantage</b>	<u>Potentially negative impact</u> - the loss of an opportunity to deliver affordable homes is likely to have a disproportionate impact on people within this group, which is unlikely to be fully offset from other uses on the site
<b>General comment</b>	The lack of access to affordable housing tends to impact more on those with protected characteristics, including young people who tend to have lower incomes or levels of savings than the general population.  The housing waiting list is at an all-time high with over 4,000 households on it.

**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>
Value from the site will be reinvested into affordable housing in the local area	Alison Fisk	Capital receipt	2 to 3 years

## Declaration

I am ~~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: Alison Fisk</b>	<b>Date: 07/06/2023</b>
<b>Role: Head of Property Services</b>	
<b>Countersigned by Head of Service/Director:</b> 	<b>Date:</b>  <b>08/06/2023</b>

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