

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>

1. Persons responsible for this assessment:

Name(s): Hannah Emery	E-Mail: Hannah.emery@stroud.gov.uk
Service: Corporate Policy and Governance	Date of Assessment: 01/06/2023

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

Member Development Strategy

Is this new or an existing one? New / Existing

3. Briefly describe its aims and objectives

The aim of the Member Development Strategy is to ensure that there is equality of opportunity for staff to undertake training and development and equality of access to all training initiatives for all members.

Member development is fundamental to the effectiveness of councillors duties and Stroud District Council is committed to providing a full programme to support the needs and requirements of its councillors.

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

The council will seek to use a wide range of methods to provide councillors with the opportunities to meet identified learning and development needs, including:

- In-house training delivered by relevant council officers;
- Colleagues from neighbouring authorities;
- Local Government Association;
- Specialist training providers.

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

The Member Development Strategy is for the benefit of all current and future councillors including those with any of the protected characteristics. The strategy will provide training, learning and development opportunities to help councillors to undertake their

roles as democratically elected representatives of their communities.

6. What outcomes are expected?

The Member Development Strategy has been designed to ensure equality of opportunity to access training and learning activities.

All councillors will have equal access to and participation in learning and development opportunities, subject to their personal needs, taking into account those with work or family commitments.

Individual training needs will be identified through a personal development plan which all members will be encouraged to complete. Identified training needs will be acted upon and a range of accessible training options will be available.

The strategy sets out how training and learning opportunities will be evaluated to ensure they are meeting the needs of all members. This method of continuous improvement ensures that necessary adjustments are made based on members' feedback.

The intention is to work actively with councillors and officers in further developing councillor development.

As set out in the strategy, Equality, Diversity and Inclusion training is mandatory for all councillors, this includes an understanding of the Equality Act and councillors' legal duties under the public sector equality duty. This will have a positive impact because it gives councillors basic knowledge and understanding of all protected characteristics as listed in the table below.

In addition, Equality, Diversity, Inclusion and Equity member development sessions will also be provided, raising awareness of issues relating to protected characteristics which increases understanding. Councillors will be able to take equality and diversity impacts into account in decision making. This will also have a positive impact when they are communicating with their constituents, as they will have a level of understanding which will help them respond to queries or challenges their constituents are facing.

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

Equality profiles for councillors are currently recorded at their point of election.

Results to the member development survey were carefully analysed and the responses were used to inform the development of the Member Development Strategy. The survey sought feedback on individual members training needs and the responses have informed the Member Development strategy and this assessment.

Data is recorded on councillor attendance at courses and events and this data was analysed in the development of the strategy.

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

Consultation was undertaken with all members. Initial consultation included a survey to all members to assess development needs and feedback on the current development and training offering. Results to this survey was carefully analysed by the Member Development Working Group consisting of a cross party group and includes councillors of varied positions including committee chairs and vice chairs, Group Leaders, long serving councillors and councillors elected at the last elections to ensure that a broad range of experience and opinions were used to inform the Strategy.

All members were then consulted on the final Strategy. No feedback received indicated that the Strategy would not meet Members individual needs.

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	No impact anticipated. Member development sessions are normally held during the early evening and the hybrid meeting functionality in the Council Chamber allows members to join face to face or online with the aim they are accessible to all.
Disability	Member development sessions are held in accessible meeting rooms, normally with the provision of audio facilities and a hearing loop. Members with disabilities may find it more difficult to attend learning and development opportunities. Members can identify specific requirements and necessary adjustments made.
Gender Re-assignment	No impact anticipated.
Pregnancy & Maternity	Initially, no impact anticipated but there is the need to ensure equitable access for all attendees at Councillor development sessions. Members in this group may find it more difficult to access learning opportunities
Race	No impact anticipated.
Religion – Belief	Initially, no impact anticipated but reasonable adjustments will be made in respect of avoiding development sessions on religious observance or faith days. Members will also be to identify any other specific requirements.
Sex	No impact anticipated.
Sexual Orientation	No impact anticipated.
Marriage & Civil Partnerships (part (a) of duty only)	No impact anticipated.
Rural considerations: le Access to services; transport; education; employment; broadband;	No impact anticipated.


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?

Action(s):	Lead officer	Mitigation	Timescale
Members with disabilities or who are pregnant or on parental leave may find it more difficult to access learning and development opportunities	Hannah Emery	All sessions are held in buildings which are fully accessible and audio facilities including extended microphones and hearing loops are available. the hybrid meeting functionality in the Council Chamber allows members to join face to face or online with the aim they are accessible to all. The council makes available information from learning and development sessions to those who are unable to attend for example by publishing copies of presentations and recordings of training sessions on the Members Hub. It also provides online training which can be completed remotely.	Ongoing

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: Hannah Emery	Date: 03/07/2023
Role: Corporate Policy and Governance Manager	
Countersigned by Head of Service/Director: 	Date: 06/07/2023