

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:

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Service: Corporate Policy & Governance	Date of Assessment: 03/07/23

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

Community Governance Review – Final Recommendations

Is this new or an existing one? New / Existing

3. Briefly describe its aims and objectives

Community governance reviews provide the opportunity for principal councils to review and make changes to community governance within their area. Such reviews are often, although not exclusively, in circumstances such as where there have been changes in population, or in reaction to governance issues. A community governance review offers an opportunity to put in place strong, clearly defined boundaries and helps to ensure that community governance within the areas under review reflect the identities and interests of the community in that area and is effective and convenient.

A number of changes have been recommended as part of the Community Governance Review including the increase in the number of Councillors for Hunts Grove Parish Council, creation of Great Oldbury Parish Council and the amendment of Ward Boundaries for Stonehouse Town Council.

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

The process of conducting a community governance review is governed by statute. The legislative framework for community governance reviews is set out in the Local Government and Public Involvement in Health Act 2007 ('the 2007 Act'). Under the terms of the 2007 Act, the Council must have regard to guidance issued by the Secretary of State about undertaking community governance reviews.

The Local Government and Public Involvement in Health Act 2007 requires the council to ensure that community governance within the area under review will be:

- reflective of the identities and interests of the community in that area, and
- effective and convenient.

Relevant considerations which should influence the Council's judgement against these two principal criteria include the impact on community cohesion and the size, population and boundaries of the proposed area

This review is being undertaken following a decision by Council during the CGR held in 2019 to carry out a further CGR between 2022 and 2023.

The Council is required to consult with local government electors for the area under review and any other person or body which appears to have an interest in the review.

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

Residents of the Parishes included as part of the CGR are those directly affected by the impact of the potential changes to Governance. The increase in the number of Councillors and creation of Great Oldbury Parish Council will provide greater representation for those within the Parish areas.

6. What outcomes are expected?

If the final recommendations are accepted by Council a number of changes for the Parishes included as part of the review will take effect.

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

Desk based research was carried out, looking at how Community Governance Reviews are carried out by other local authorities. We looked at the style and tone used in their promotional material and the number of responses each consultation received. There was no evidence that the review or its outcomes would have a disproportionate impact, either positive or negative, on people with protected characteristics.

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

The council is required to consult local government electors in the area under review, and others who appear to have an interest in the review. When undertaking a review they must have regard to the need to ensure that the community governance reflects the identities and interests of the community in the area under review, and the need to ensure that community governance in that area is effective and convenient.

Phase 1 of the public consultation of the community governance review opened on 31

October 2022 and ran for over 12 weeks until 29 January 2023. The council chose a long initial consultation period to enable a broad range of views to be gathered.

The second stage, phase 2 consultation, putting forward the council's draft recommendations after considering findings from phase 1, started on 1st March 2023 and closed on the 26 April 2023. This second phase consultation was designed to gather views and gauge the level of support for the council's draft recommendations. A broad range of communication methods were used to inform people about the consultation.

The consultation was published on the Council's website and promoted through its social media channels. A press release was issued and hard copy consultation documents were sent to residents where the recommendation was to create a new Parish Council. The council also contact local voluntary and community groups in the area and asked that Parish and Town Councils included in the review also promoted the consultation directly with their residents and interested parties.

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>Neutral</p> <p>The parishes represent all their residents so there is no specific age group impacted.</p> <p>There will be no negative impact on any particular age group as a result of the Community Governance Review.</p> <p>Only those of voting age (18 years and over) will be able to take part in elections in line with current legislation, although the councils will represent the whole population of their area (including young and older people). In addition to be eligible to stand for election the person must be 18 or over on the day of nomination</p> <p>Changes to governance arrangements could help to ensure that Parish Councils better reflect the population of the area it represents.</p>
Disability	<p>Neutral</p> <p>There will be no impact on anyone with a disability as a result of the Community Governance Review. Public engagement and consultation for the Review was carried out using a wide variety of methods to ensure everyone has access to the same information and equal opportunities to engage and respond including the following:</p> <ul style="list-style-type: none"> • Information as well as being online was published on social media and by Parish and Town Councils included in the review. • The consultation was available to respond to online, by phone, by post, by email and in person.

	Changes to governance arrangements could help to ensure that Parish Councils better reflect the population of the area it represents.
Gender Re-assignment	Neutral The Community Governance Review will have no specific impact.
Pregnancy & Maternity	Neutral The Community Governance Review will have no specific impact
Race	Neutral The Community Governance Review will have no specific impact.
Religion – Belief	Neutral The Community Governance Review will have no specific impact
Sex	Neutral The Community Governance Review will have no specific impact
Sexual Orientation	Neutral The Community Governance Review will have no specific impact
Marriage & Civil Partnerships (part (a) of duty only)	Neutral The Community Governance Review will have no specific impact
Rural considerations : le Access to services; transport; education; employment; broadband;	Neutral The Community Governance Review will have no specific impact. Stroud is a large rural district with many communities located away from towns and urban centres where information is easier to access. Many rural communities may have limited public transport options or broadband coverage, but there will be a range of consultation methods which should be suitable. Changes to governance arrangements could help to ensure that Parish Councils better reflect the population of the area it represents.

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 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: Jenna Malpass	Date: 03/07/23
Role: Senior Democratic Services and Elections Officer	
Countersigned by Head of Service/Director: Hannah Emery, Corporate Policy & Governance Manager 	Date: 10/07/23