

## Equality and Ruralty Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under 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.

This form should be completed in conjunction with the guidance document available on the Intranet

Once completed a copy should be emailed to [cheryl.sloan@publicagroup.uk](mailto:cheryl.sloan@publicagroup.uk) to be signed off by an equalities officer before being published.

### 1. Persons responsible for this assessment:

Names: Carmel Togher	
Date of assessment: 30 <sup>th</sup> September 2025	Telephone:01285 623482  Email: <a href="mailto:carmel.togher@cotswold.gov.uk">carmel.togher@cotswold.gov.uk</a>

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

Dogs At Work Policy
Is this a new or existing one? New

### 3. Briefly describe it aims and objectives

<p>This policy sets out the circumstances in which dogs are allowed to be in the workplace.</p> <p>We recognise the challenges that being a responsible dog owner presents and that usually dogs require daily exercise, affection and companionship.</p> <p>As a Council, we are committed to providing a safe, productive and respectful workplace and we believe that having dogs present would present significant challenges to this commitment for staff, visitors and councillors.</p>
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Therefore, there are only a limited set of circumstances in which dogs are permitted to be in the workplace, however, we will support dog (and other pets) ownership in other ways, recognising that owning pets is a personal choice, but also often usually brings significant benefits to health and wellbeing.

4. Are there any external considerations? (e.g. Legislation/government directives)

In accordance with the Equality Act 2010, Cotswold District Council will make reasonable adjustments to support staff with disabilities. **Assistance dogs** (e.g., guide dogs, hearing dogs) are fully exempt from this policy and are permitted access to all areas of the workplace.

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	<input type="checkbox"/>	
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Gloucestershire	<input type="checkbox"/>	
Comparisons between similar functions / policies elsewhere	<input type="checkbox"/>	
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input checked="" type="checkbox"/>	Equality Act 2010

6. Please specify how intend to gather evidence to fill any gaps identified above:

This policy has been drafted to adhere to the reasonable adjustments requirement of the Equality Act 2019, in order to support staff with disabilities. No additional research material needs to be explored in order to meet this objective.

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## 7. Has any consultation been carried out?

Yes

## Details of Consultation

The recognised trade unions of GMB and Unison have been cited on this policy. Council staff in the CDC Culture Club Group have also been approached for feedback on the contents.

If NO please outline any planned activities

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## 8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input checked="" type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
Comments: e.g. Who will this specifically impact?  This policy applies to employees employed by the Council and also nonemployees such as contractors, consultants or any self-employed individuals working for the Council on site. Whilst this policy refers to 'dogs' it includes all animals.	

## 9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

*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*

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People		x		As a Council, we are committed to providing a safe, productive and respectful workplace and we believe that having dogs present would present significant challenges to this commitment for staff, visitors and councillors.	
Age – Old People		x		See above	
Disability		x		See above	
Sex – Male		x		See above	
Sex – Female		x		See above	
Race including Gypsy and Travellers		x		See above	
Religion or Belief			x	See above	
Sexual Orientation		x		See above	
Gender Reassignment		x		See above	
Pregnancy and maternity		x		See above	
Geographical impacts on one area			x	See above	
Other Groups		x		See above	
<b>Rural considerations:</b> ie Access to services; leisure facilities, transport; education; employment; broadband.		x		See above	

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale
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Update Policy in line with legislative requirements	Carmel Togher	Brightmine HR & Compliance Centre provides trusted proactive updates, leading practices and tools to help organisations reduce risk and strengthen their HR strategies.	Yearly
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11. Is there is anything else that you wish to add?

No

### Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an 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:	Carmel Togher	Date:	30 September 2025
Line Manager:	Angela Claridge	Date:	30 September 2025
Reviewed by Corporate Equality Officer:	Cheryl Sloan	Date:	7 October 2025