

Equality and Rurality 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 to be signed off by an equalities officer before being published.

1. Persons responsible for this assessment:

Names: Carmel Togher	
Date of assessment: 1 st August 2025	Telephone: 01285 623482 Email: carmel.togher@cotswold.gov.uk

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

Equality, Diversity, Inclusion and Equity Policy and Procedure
Is this a new or existing one? New (updated)

3. Briefly describe it aims and objectives

The policy will provide guidance on how we will provide equity, fairness and respect for all. It will set out to remove discrimination and to promote inclusion and diversity. The policy provides definitions of discrimination and examples. It gives assurance that CDC will comply with and adhere to the Equality Act 2010. The policy sets out the key steps to take to make our culture as inclusive as possible and how we ensure equality of opportunity throughout the employment lifecycle.
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4. Are there any external considerations? (e.g. Legislation/government directives)

This policy links to relevant legislation and guidance, namely, Equality Act 2010, the Public Sector Equality Duty 2011 and incorporates the recent UK Supreme Court Judgement on 16th April 2025.

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"/>	Supreme Court Ruling

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

The policy has only been updated following a recent legal ruling. No additional research material needs to be explored in order to meet this objective.

7. Has any consultation been carried out?

Yes.

Details of Consultation

The recognised trade unions of GMB and Unison have previously been cited on this policy. It has been updated in light of the recent Supreme Court Ruling. Discussion has also taken place with Cllr Bloomer and Legal Services.

If NO please outline any planned activities

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 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 checked="" type="checkbox"/>

Comments: e.g. Who will this specifically impact?

The policy applies to employees, contractors/agency, apprentices, interns, work experience, job candidates, partners and stakeholders and members of the community CDC work with.

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
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Age – Young People		x		Creating an inclusive and diverse culture with equality for all. We want to treat people fairly, value differences and remove barriers to people fully participating in public life.	
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	
Rural considerations: 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
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

11. Is there is anything else that you wish to add?

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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:	August 2025
Line Manager:	Angela Claridge	Date:	August 2025
Reviewed by Corporate Equality Officer:	Cheryl Sloan	Date:	31 August 2025