

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

1. Persons responsible for this assessment:

Names: Emma Cathcart	
Date of assessment: 21.11.2025	Telephone: 01285 623000 Email: Emma.Cathcart@cotswold.gov.uk

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

Corporate Enforcement Policy
Is this a new or existing one? Existing

3. Briefly describe it aims and objectives

<p>The policy sets out the Council’s enforcement tools, and the considerations adopted when determining whether enforcement action should be taken and if so, what that action should be taken.</p> <p>Training to be delivered and awareness to be raised after adoption of the policy to ensure the appropriate application of enforcement activities.</p> <p>The Policy is applicable to enforcement staff across the Council and impacts members of the public.</p> <p>Prosecutions will only be considered where the evidential and public interest tests are met with due consideration to the welfare of individuals. Appropriate enforcement activity acts as a deterrent and benefits the public as a whole.</p>

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

Yes - legislation

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	X	Comparison and inclusion of existing Policy across partner Council's. Departmental Policies.
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	X	Consultation with legal representatives, service leads and corporate management. National guidance.

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

N/A

7. Has any consultation been carried out?

Yes

Details of Consultation
 Consultation with Legal Representatives across the Partnership
 Consultation with Enforcement Lead Officers across the Partnership
 Consultation with Corporate Leadership Team

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	X
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? Individuals who are subject to enforcement action.	

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		
Age – Old People		x		The Policy provides that enforcement action may not be appropriate in relation to older offenders	
Disability		x		The Policy provides that enforcement action may not be appropriate in cases where the offender has a disability	
Sex – Male			x		
Sex – Female			x		
Race including Gypsy and Travellers			X		
Religion or Belief			X		
Sexual Orientation			X		
Gender Reassignment			X		
Pregnancy and maternity			X		
Geographical impacts on one area			X		
Other Groups		x		The Policy provides that enforcement action may not be appropriate in cases where the offender lacks mental capacity	
Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.			X		

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale

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:	Emma Cathcart	Date:	21.11.2025
Line Manager:	David Stanley	Date:	
Reviewed by Corporate Equality Officer:		Date:	