

Gloucestershire Constabulary
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Your reference:

Our reference: FOI_25_1190

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 12/03/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_25_1190

On 15/12/2025 you sent an email constituting a request under the Freedom of Information Act asking the following:

Please can you share a copy of your Equality Impact Assessment template?

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

Please find attached a copy of the requested document

- EIA Template 2025

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary



Equality impact assessment (EIA)

Insert name of policy, process or other project

How to complete an equality impact assessment

The Equality Impact Assessment (EIA) will help you to evidence your Public Sector Equality Duty (PSED) compliance. It is a live document that outlines the way equality has been considered throughout the life of the policy, process or other project).

If you need help, see the accompanying guidance or contact the diversity, equality and inclusion team (Better Together).

Version control

Version number	Date	Author	Comments

Overview

Name of policy, process or other project under development or review	
Description of the policy, process or other project	
EIA start date	
EIA author and role	
EIA owner and role	
Date of last review	
Date of next review	

Sign off by Policy, process or other project Owner (name and date)	
Sign off by Equality Assurance Working Group (date)	
Sign off by SIRO (Senior Information Risk Owner) /Deputy SIRO (name and date)	

Key Equality Assessment Working Group (EAWG) dates

To evidence PSED compliance, equality and inclusion must be considered throughout the life cycle of a policy, process or other project. You can do this by integrating EIA reviews into key policy, process or other project development stages. List your policy, process or other project's key stages and the dates you will review your EIA here.

Key stage	Date

Research and evidence

To undertake effective equality assessment that meets PSED compliance standards, you must work from an evidence base. Use this section to list the research you will use to understand the policy, process or other project's potential or actual equality impacts (for example, surveys, customer feedback, protected characteristic data, academic research).

1. Insert research used
2. Insert research used
3. Insert research used

Consultation record

Stakeholder consultation will give you a better understanding of your policy, process or other project's impacts and is crucial to satisfying the PSED requirements. Use this section

to record the engagement you have undertaken, summarise the feedback received and note subsequent actions. This section can also be used to record nil returns.

Name of group or organisation	Date of contact	Date reply received	Feedback	Action taken or reason why no action was taken
<i>e.g. Disability</i>				
<i>Race</i>				
<i>Gender</i>				
<i>LGBTQ+</i>				

General considerations

Use this section to note any general diversity, equality and inclusion activities or considerations that are relevant to the policy, process or other project. Please only document general considerations here. Protected characteristic analysis can be completed in the section below.

Insert any general considerations

Impact assessment and actions

Apply learning from research, consultation and project knowledge to consider equality considerations relevant to your project. This should include any potential or actual impacts (positive or negative), as well as how the project will uphold the three PSED aims for each of the **protected characteristics**. (Click on link for full description of each characteristic)

1. Eliminate discrimination, harassment and victimization.
2. Advance equal opportunity.
3. Foster good relations between people of different characteristics.

If you have identified a negative impact, note what mitigating action will be taken to reduce or eliminate that impact. If no mitigating action can be taken, please explain why. The issues or impacts identified may change, or new factors may emerge, as your project

develops. Use the EIA to document these and how your project has evolved to accommodate equality considerations.

Don't forget to consider intersectionality. This refers to when characteristics overlap to shape experiences of inequality and discrimination. For further information, please refer to the 'Addressing Intersectionality within Policing' report.

Duplicate the boxes below if required. If you need further information about a protected characteristic, open the webpage linked to each subtitle.

All characteristics

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Age

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Disability

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Neurodiversity

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Gender reassignment

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Marriage and civil partnership

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Pregnancy and maternity

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Ethnicity

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

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Religion or belief

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Sex

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Sexual orientation

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Socio-economic background

Our socio-economic background is a combination of different factors, such as our income, occupation and social background. A person's socio-economic background can expose them to inequalities, so it's important to understand how your project could affect different socio-economic groups. Further information about socio-economic status can be found in the Cabinet Office [**Measuring socio-economic background in your workforce**](#) guidance.

Details of positive and/or adverse impact or other issue
Mitigating action for any adverse impact or rationale for no further action

Other characteristics

Use this section to consider the PSED aims and any impacts your policy, process or other project may have on characteristics that are not protected under the Equality Act 2010 but are still significant to equality and inclusion. For example, your policy, process or other project may have a particular effect on people with caring responsibilities or on people with English as an added language, or you may need to consider the Welsh Language (Wales) Measure 2011 in delivery. Think creatively and invite input from stakeholders.

Details of impact or other issue
Mitigating action or rationale for no further action

Action log

Record EIA actions and monitor action progress in the optional action log.