

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://inform.gloucestershire.gov.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

1. Persons responsible for this assessment:

Name(s): Angela Gillingham	Telephone:
	E-Mail:angela.gillingham@stroud.gov.uk
Service: Community Services	Date of Assessment:17/8/2021

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

Leisure and Wellbeing Strategy 2021 -2041

Is this new or an existing one? **New**

3. Briefly describe its aims and objectives

The main aims of the strategy are as follows:

- To address the community needs of leisure and wellbeing over the next 20 years
- To enable the inactive to become active
- To identify capital investment needs and opportunities across the district with a

focus on our existing and potential new leisure stock, potential to increase playing pitches across the district by working with schools and community organisations

- **To review the current demographic makeup of our district both now and future in order to identify those who do not use our centres**
- **To identify the needs of the local community and set out the key interventions and potential outcomes of the strategy over the next 20 years**
- **Undergo a Management Options Appraisal of all leisure facilities, The Museum and health and wellbeing including sports development**
- **Develop ongoing physical activity and wellbeing actions plans throughout the duration of the strategy in order to increase physical activity levels across the district and improve general health and wellbeing**
- **Review the pricing and programming of what is on offer across the district with a focus on increasing participation for all ages and abilities.**

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

Stratford Park Leisure Contract finishes in October 2024 therefore the Management Options Appraisal depending on which method of management of the facility is preferred. This may involve a full procurement of the services or may involve in house management option.

Depending on the outcome of the appraisal TUPE transfer may be required.

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

1. The residents and visitors of the district of all ages and abilities.

2. We need to focus on the inactive becoming active so that we can have the greatest impact on improving resident's health:

- **by improving the programmes delivered within the centres,**
- **working with our growing community hubs to provide physical activity and wellbeing interventions and activities to those who need it the most,**
- **Working with our schools to provide good quality sporting venues accessible to the local sports clubs**
- **reviewing the price so that physical activity programmes are accessible to all**

6. What outcomes are expected?

The adoption of the strategy will

- **Give the council an opportunity to undergo a full options appraisal in order to secure the best contract of operation for the council**
- **Secure funding to invest in both council facilities and community outreach projects/ facilities**
- **Enable officers to work with their community partners to provide good quality activities within their own local communities**
- **Provide a clear direction of travel to improve the provision of leisure, health and wellbeing across the district**

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

Industry experts were used to write the strategy and the following data was used to carry out the assessment:

- **Mosaic profiling against local demographic information**
- **Sport England Active lives data 2018 and 2019**
- **Data from the two main centres membership and learn to swim data base**
- **Sport England profiling**
- **Public Health England Local Health Authority Profile 2019 for Stroud**
- **National strategies: Sport England Uniting the Movement, Public Health England, British Medical Association, Arts Council England and National Planning Policy Framework**
- **Local strategies: SDC Corporate delivery plan 2018-2022, SDC health and wellbeing action plan 2019-2021, Gloucestershire joint health and wellbeing strategy 2019-2030, Active Gloucestershire Business plan, SDC local plan 2015-2031, Open space, green infrastructure, sport and recreation study 2019, Stroud District indoor/built facility needs assessment 2019, Ten year management plan for Stratford Park 2013-2023, Museum forward plan 2018-2023, The Heritage strategy for Stroud District 2018, Stroud lido feasibility and business plan 2017, 2019, Draft SDC cycling and walking infrastructure plan, SDC draft local plan, 2030 strategy and draft covid 19 strategy.**
- **People and nature survey October 2020**

8. Has any consultation been carried out?

Yes

- **Members workshop**
- **Officers workshop**
- **Youth council workshop**

- Stakeholder consultations (via zoom)
- Focus groups (via zoom) – 6 different groups including – play, Sports Clubs & disability sports provision, Physical Education teachers in secondary schools, Museum and Arts, youth, Town Councillors and Know your Patch community network
- Online survey (due to covid)

We are aware that the review took place online due to covid – further consultations will be conducted as part of the ongoing review of the strategy.

If NO please outline any planned activities

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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	The report focuses on inactive people becoming active. We will be looking at how we do this across all age ranges. We do know from the report that there is a need to particularly focus on the 16-34 years and over 75+ with in the first year due to the impact of covid in reducing their levels of activity, along with young people of school ages to help educate and provide positive physical activity experiences away from traditional sports. Positive impact.
Disability	Price, programme and accessibility to venues is part of the outcomes in order to improve and increase participation for disabled children and adults. The pandemic has seen a 1.9% drop in activity levels amongst disabled people. Positive impact
Gender Re-assignment	Neutral impact as no specific interventions have been assigned to Gender Reassignment – the strategy focusses on everyone.
Pregnancy & Maternity	Through programming and community Hubs there will be a positive impact on physical activity and wellbeing during and post pregnancy.
Race	The pandemic has disproportionately affected Asian and Black adults as well as other ethnic groups. The Stroud District has a low proportion of this group with only 2.1% - when programming, conducting further consultations and working with our community partners we must consider all members of our community. Positive impact
Religion – Belief	This report focuses on inactive people becoming active. The report does not focus on religion/belief as part of the interventions, however working with religious groups as partners on delivery will have a positive impact. The strategy is neutral
Sex	Interventions and programme will consider activities which target all depending on the needs of each community. Hosting ladies or men only sessions will have a positive impact on increasing physical activity levels.

Sexual Orientation	The use of the community hubs on advice and connecting people will have a positive impact.
Marriage & Civil Partnerships (part (a) of duty only)	Currently membership discounts are given to couples regardless of Marriage/civil partnerships. The new strategy will not change this approach. Neutral impact.
Rural considerations: le Access to services; transport; education; employment; broadband;	Active travel and developing activities within local communities are two key interventions within this strategy in order to make physical activity and wellbeing activities accessible to all. Positive impact.

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

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) 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: Angela Gillingham	Date:18/8/2021
Role: Project manager for Leisure, Health and Wellbeing	
Countersigned by Head of Service/Director: Mike Hammond	Date:18/8/21

Date for Review: Please forward an electronic copy to eka.nowakowska@stroud.gov.uk