

Equality Analysis Form / EqIA

By completing this form you will provide evidence of how your service is meeting 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): Darren Young	Telephone:01453766321
	E-Mail:Darren.young@stroud.gov.uk
Service: Community Services	Date of Assessment: 3 RD March 2026

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

Capital Investment Decision – Stratford Park Lido (Temporary Closure)

Is this new or an existing one? New

3. Briefly describe its aims and objectives

- To temporarily close the Lido from 2026 season to avoid entering into unsustainable borrowing on essential maintenance costs ranging from £5.1m–£10m.
- To allow community/charitable groups time to explore external fundraising and match funding opportunities.

- To safeguard the site until a future local authority can determine a sustainable, long-term investment solution post-LGR.

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

- Major capital requirement and inability of Lido income to cover borrowing costs.
- Local Government Reorganisation transitioning to a new authority with broader strategic and financial capacity.
- Compliance with public safety and operational standards (filtration, heating, pipework).
- Heritage considerations for the Lido's setting within Stratford Park.

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

- Protects council finances and avoids increased budget gap of £441k–£786k per year if works proceeded.
- Allows careful strategic planning by the future authority.
- Provides time for potential external fundraising (charities, CICs) supported by a potential reallocated £900k capital grant fund (if approved by council)

6. What outcomes are expected?

- Temporary closure restricts access to outdoor swimming and associated wellbeing benefits.
- Community groups may mobilise to explore fundraising or advocacy activities aimed at supporting the future of the lido.
- The decision is expected to be unpopular with some residents and may lead to an increase in complaints and expressions of dissatisfaction.

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

- Financial modelling of Options 1–4
- 2025 community consultation feedback on swimming access, barriers, family needs.
- Engineering assessments showing required essential repairs.
- Medium Term Financial Plan and LGR planning assumptions.

8. Has any consultation been carried out? See list of possible consultees

Consultation Included:

- Residents and facility users
- Non-users
- Volunteer and community sector
- Public health professionals
- Councillors and officers

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	Negative Children, families and older adults lose access to outdoor swimming; consultation showed demand for improved swimming access.
Disability	Negative Accessible outdoor swimming lost temporarily; the Lido's proposed future improvements (mechanical entry, depth reduction) will be delayed.
Gender Re-assignment	Neutral No disproportionate impact.
Pregnancy & Maternity	Negative / Neutral Loss of low-impact outdoor activity option popular with some pregnant people.
Race	Neutral No differential impact known.
Religion – Belief	Neutral No evidence of impact.
Sex	Neutral No differential impact known.
Sexual Orientation	Neutral No impact identified.
Marriage & Civil Partnerships (part (a) of duty only)	Neutral No differential impact known.
Rural considerations: le Access to services; transport; education; employment; broadband;	Neutral The lido is located in a non-rural area where access to alternative swimming facilities is available.

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
Clear public communication on reasons for closure, expected timelines and support.	Leisure Services / Corporate Communications team	Staff Time	Pre-Closure
Provide signposting to alternative swimming provision in district and county.	Leisure Services / Corporate Communications team	Staff Time	From closure period onwards
Work with community organisations to develop fundraising and partnership options.	Leisure Services / Communities Services	Staff Time	Ongoing to 2028

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: Darren Young	Date: 03/03/2026
Role: Leisure Services Manager	
Countersigned by Head of Service/Director: 	Date: 10/03/2026

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