

# 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.glos.ac.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:
	E-Mail: Darren.young@stroud.gov.uk
Service: Community Services	Date of Assessment: 4 <sup>th</sup> December 2024

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

Stroud District Be Active Scheme

Is this new or an existing one?

New

## 3. Briefly describe its aims and objectives

The aim of the report is to present a refreshed scheme to improve access to Stroud District health and activity services for individuals and families that may otherwise be unable to access the provision for financial reasons.

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

No specific legislation or directive covers this report as there is no impact to the physical access arrangements to our Active Lifestyles sites

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

It is hoped that by providing a refreshed discount scheme we will enable access to our Health and activity services for resident that may not be able to access the service due to financial constraints.

## 6. What outcomes are expected?

The key outcomes are :-

- Increased access
- Increased discounts to those most in need
- The ability to purchase discount memberships which can further increase access whilst maintaining a fixed expenditure

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

Market research has been conducted with local leisure sites/authorities to bench mark our scheme

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

Consultation with existing users who benefit from concession access

## 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	A discount on memberships and pay and play activities will be introduced for children, students and adults of pensionable age. Full details are in the main body of the report
Disability	A discount on memberships and pay and play activities will be introduced for individuals with disabilities. Full details are in the main body of the report
Gender Re-assignment	Neutral – neither positive nor negative
Pregnancy & Maternity	Neutral – neither positive nor negative
Race	Neutral – neither positive nor negative
Religion – Belief	Neutral – neither positive nor negative
Sex	Neutral – neither positive nor negative
Sexual Orientation	Neutral – neither positive nor negative

<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	Neutral – neither positive nor negative
<b>Rural considerations:</b> ie Access to services; transport; education; employment; broadband;	Neutral – neither positive nor negative

**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: Darren Young	Date: 06/12/2024
Role: Leisure Services Manager	
Countersigned by Head of Service/Director:	Date: 06/12/2024

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