

## 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:
	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
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### 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.
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### 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
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## 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> le 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.**

<b>Action(s):</b>	<b>Lead officer</b>	<b>Resource</b>	<b>Timescale</b>

### **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**

<b>Completed by: Darren Young</b>	<b>Date: 06/12/2024</b>
<b>Role: Leisure Services Manager</b>	
<b>Countersigned by Head of Service/Director:</b>	<b>Date: 06/12/2024</b>

**Date for Review: Please forward an electronic copy to [policy@stroud.gov.uk](mailto:policy@stroud.gov.uk)**