

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 Decisions – Active Lifestyles Stroud & Stratford Park (Combined)

Is this new or an existing one? New

3. Briefly describe its aims and objectives

- To undertake a targeted refurbishment of the Active Lifestyles Stroud gym, including gym equipment replacement, spin studio improvements, improved circulation and redecoration

- To maintain Stratford Park in its current form, completing only planned cyclical improvements to protect heritage and environmental integrity (toilets, biodiversity, water management)
- To ensure continued delivery of accessible leisure facilities that contribute to health and wellbeing across the district.
- To minimise financial risk to Stroud District Council during a period of challenging medium-term financial pressures and pending Local Government Reorganisation (LGR).

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

- Equality Act 2010 and public sector equality duty requirements
- Budget constraints and affordability as detailed in the Medium-Term Financial Plan.
- Heritage and environmental protections for Stratford Park, a “living heritage” site.
- Community consultation undertaken in 2025 regarding facility access, motivation, barriers and user needs.

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

Active Lifestyles Stroud

- Users benefit from a modernised gym with improved equipment, layout, circulation, and enhanced group cycling offer.
- Supports older adults and those with health conditions by maintaining safe, reliable, functional facilities.
- Increases capacity to meet rising community demand identified in consultation (gym, classes, swimming access, changing quality).

Stratford Park

- Maintaining existing services ensures no disruption to current park users.
- Preserves heritage, environmental value, and accessibility for all groups.
- Planned toilet and water-management improvements benefit families, disabled users, older adults, and visitors.

6. What outcomes are expected?

- Improved user experience and increased participation.
- Neutral impact on equality through maintaining park accessibility and heritage spaces.
- Financial sustainability that protects long-term service delivery.

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

- Leisure Capital Investment Options Appraisal (2026)
- Community consultation insights including feedback on accessibility, motivation and barriers to use.
- Building condition surveys and financial modelling.
- Existing equality and demographic profiles for Stroud District.

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	Positive Gym improvements benefit all ages; park remains accessible to families, older adults. Consultation identified demand for improved access for older adults.
Disability	Positive Improved internal circulation at Active Lifestyles Stroud; continued maintenance of pathways/toilets at Stratford Park supports accessibility.
Gender Re-assignment	Neutral No differential impact identified.
Pregnancy & Maternity	Positive Modernised gym environment supports pre/post-natal activity. Park facilities (paths, toilets) maintained without disruption.
Race	Neutral No evidence of disproportionate impact.
Religion – Belief	Neutral No change to availability of inclusive spaces.
Sex	Positive / Neutral Facilities used evenly by all genders; refurbishment supports equitable access.
Sexual Orientation	Neutral No evidence of differential impact.
Marriage & Civil Partnerships (part (a) of duty only)	Neutral No Impact
Rural considerations: le Access to services; transport; education; employment; broadband;	Positive Maintaining accessible park services and improving gym capacity benefits rural communities reliant on Stroud's central facilities.

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: 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