

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: 19 th November 2025

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

Active Lifestyles Dursley Gym Refresh

Is this new or an existing one?

3. Briefly describe its aims and objectives

The aim of the report is to present a proposal for the lifecycle upgrade to the gymnasium at Active Lifestyles Dursley. In terms of EIA the project will implement a like for like provision within the centre.

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 Dursley site

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

Existing members, users and non-user will and can benefit for the refreshed gym equipment providing a modern look and feel within the existing space

6. What outcomes are expected?

The key outcomes are :-

- Continued good accessibility
- Potential increase in accessible equipment
- A lifecycle renewal of the existing provision

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

Industry research has been conducted as well as latent demand and demographic surveys

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

Consultation will be conducted in order to finalise work plan and designs prior to full project implementation.

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	Equipment will be selected that meets the age demographics of the area
Disability	Gym equipment will be selected that offers the maximum accessibility
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
Marriage & Civil Partnerships (part (a) of duty only)	Neutral – neither positive nor negative
Rural considerations: 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.

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: 19/11/2025
Role: Leisure Services Manager	
Countersigned by Head of Service/Director: Angela Gillingham 	Date: 19/11/2025

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