

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): Mike Wardell | Telephone: |
| | E-Mail: mike.wardell@stroud.gov.uk |
| Service: Community Services | Date of Assessment: 22 nd May 25 |

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

Stratford Park Vision and Ambition Development Plan 2025 - 2029

Is this new or an existing one?

3. Briefly describe its aims and objectives

The Stratford Park Vision and Ambition Development Plan 2025-2029 provides a framework of actions to deliver across 6 specific themes(below) within the park setting to ensure continued community value to all park users into the future.

- Creativity and Climate; protecting and improving the parks habitats through nature recovery projects, minimising its carbon footprint and raising awareness on these issues
- Communicating and Connecting; How Stratford Park engages with its communities and delivers new offerings whilst maintaining existing facilities and events within the park that connect these communities to it, and with each other

- Economy and Regeneration; What can be done to maintain the economic viability of the park, whilst simultaneously encouraging new user groups to the park and building a more inclusive space
- Future Generations Ensuring the park is safeguarded for future generations and empowering younger generations to take a more active role in the park
- Community and Wellbeing; Further developing the park into a space that offers a diverse range of activities multiple communities can engage with for the development of their wellbeing
- Heritage and Place; Maintaining Stratford Park's cultural importance to the district

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

There are no legislative considerations or governmental direction applicable for the adoption and delivery of this strategy

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

The Stratford Park Vision and Ambition Development Plan is designed to benefit existing and new park users and the wider community, with emphasis on inclusivity, accessibility, and long-term value. The plan envisions Stratford Park as a thriving public space that supports health, wellbeing, and cultural enrichment for people of all ages, backgrounds, and abilities.

By enhancing physical access, promoting diverse programming, and creating opportunities for social connection, the park will become a place where communities can come together, where nature is protected and celebrated, and where future generations can enjoy a safe, high-quality environment. The plan ensures that no group is excluded from the benefits of the park's development, reinforcing its role as a shared, equitable space for everyone.

6. What outcomes are expected?

The plan outlines 37 key actions to be undertaken within the park, by delivering these actions the key outcomes are expected to be:

- Enhanced visitor experience through improvements to accessibility, and programming will create a more welcoming, enjoyable, and inclusive environment for all park users
- Environmental sustainability, actions support the protection and enhancement of natural habitats, promote biodiversity, and encourage environmentally responsible practices throughout the park
- Economic resilience ensuring the long-term sustainability of the park for our communities
- Future Generations Ensuring the park is safeguarded for future generations and empowering younger generations to take a more active role in the park
- Community and Wellbeing; Further developing the park into a space that offers a diverse range of activities multiple communities can engage with for the development of their wellbeing
- A more cohesive space, connecting all elements of the park together, including Museum in the Park and Active Lifestyles to create a destination location for all new and existing park users

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

This Equality Impact Assessment has been informed by extensive consultation with a diverse range of local stakeholders, community groups, and public bodies. The engagement process was designed to ensure that the assessment reflects the lived experiences, needs, and aspirations of individuals and communities across Stroud District, particularly those with protected characteristics. The following sources contributed to the evidence base:

- 64 Million Artists: Facilitated consultation with local communities and park users, focusing on creativity, inclusion, and cultural participation. This work contributed directly to the development of the *Stratford Park 2040 Vision* (see Appendix B).
- Barnwood Trust: Through their *Access to Nature* programme, provided insight into the barriers faced by individuals with protected characteristics in accessing natural spaces. Their contribution was grounded in the voices of experts by experience and specialist organisations, supporting a more inclusive approach to green space planning.
- Active Lifestyles Stroud: Offered perspectives on physical activity and wellbeing, particularly in relation to inclusive use of the wider park environment.
- Museum in the Park: Contributed cultural and historical context, including alignment with the Museum's Forward Plan. This plan outlines future programming, audience engagement, and heritage preservation, ensuring that cultural development is inclusive, accessible, and reflective of community diversity.
- South Gloucestershire College: Provided educational and youth engagement input, with a focus on improving access and relevance of the park for younger people.
- Stroud Valley Projects: Supported ecological stewardship and inclusive volunteering opportunities across the district.
- Stroud Society of Model Engineers: Operate the volunteer-led model railway in the park, offering intergenerational engagement and accessible volunteering pathways.
- Stroud Town Council: Contributed to local governance and policy alignment, ensuring community representation.
- Ubico – provided operational and environmental service insights, including considerations for accessible and inclusive park maintenance.
- Gloucester Constabulary: Offered input on public safety and inclusive community policing within the park setting.
- Stroud Park Run: Represented community health and fitness, with a focus on inclusive participation.
- Friends of Stroud Skate Parks: Advocated for improved access to skate facilities across the district, supporting greater diversity and inclusion in recreational spaces.
- Stroud District Council Officers: Ensured that the assessment aligns with district-wide strategic priorities, including the Council's *Cultural Strategy* (Appendix E), which places a strong emphasis on equality, diversity, and inclusion. The Cultural Strategy shares key themes with the *Stratford Park Vision and Ambition Development Plan 2025–2029*, reinforcing a joined-up approach to inclusive cultural development and equitable access to community spaces.
- Elected Members: Provided democratic oversight and represented the views of a broad cross-section of the community.
- Benchmarking: The assessment also drew on best practice from South Gloucestershire Council's *Greener Places Green Infrastructure Strategy 2021*, particularly Section 1.3: *Reducing the Inequality Gap*, which highlights the role of green spaces in supporting healthier lifestyles, improving accessibility, and reducing inequalities through inclusive design and management.

This collaborative and evidence-based approach ensures that the assessment is robust, inclusive, and responsive to the needs of all community members, particularly those who may face barriers to participation or access.

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

This document has been developed following intensive consultation with a broad and representative range of stakeholders, including local organisations, community groups, service providers, and public bodies. The following groups and individuals contributed to the development of this assessment:

- 64 Million Artists
- Barnwood Trust
- Active Lifestyles Stroud
- Museum in the Park
- South Gloucestershire College
- Stroud Valley Projects
- Stroud Society of Model Engineers
- Stroud Town Council
- Ubico
- Gloucester Constabulary
- Stroud Park Run
- Friends of Stroud Skate Parks
- Stroud District Council Officers
- Elected Members

This collaborative engagement process ensured that the assessment reflects a wide range of perspectives, including those of individuals with protected characteristics, and supports the development of inclusive, accessible, and equitable outcomes.

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 | <p>Positive Impact</p> <p>It is anticipated that the plan will have a positive impact across all ages as awareness, access and participation is encouraged and supported through multiple actions with a wide-reaching spread of objectives to create a multigenerational space.</p> <p>Action 11.3, Expand dementia walk and trails (Appendix A, page 27) looks at expanding the trails in the park for all user age groups.</p> |
| Disability | <p>Positive Impact</p> <p>The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:</p> <p>Disabled and limited a lot – 5.8%</p> <p>Disabled and limited a little – 10.3%</p> <p>Not disabled – 83.9%</p> |

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| | <p>It is anticipated that the strategy will have a positive impact on disabled people utilising the park through increased communication and accessibility initiatives.</p> <p>Action 9.1, Install changing places WC (Appendix A, Page 23), offers an increase to the park's accessibility for users.</p> |
| Gender Re-assignment | <p>Positive Impact</p> <p>It is anticipated that the plan will have a positive impact as access and participation in park activities is encouraged and supported for all.</p> <p>Action 11.2, Expand volunteering opportunities in the park (Appendix A, page 27), offers opportunities to all.</p> |
| Pregnancy & Maternity | <p>Positive Impact</p> <p>It is anticipated that the strategy will have a positive impact through improved accessibility and additional activities are encouraged.</p> <p>Action 12.1, Expand Active Lifestyles into park spaces (Appendix A, page 28), offers opportunities to all.</p> |
| Race | <p>Positive Impact</p> <p>The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:</p> <p>Asian, Asian British or Asian Welsh - 1.0%</p> <p>Black, Black British, Black Welsh, - 0.4%</p> <p>Caribbean or African Mixed or Multiple ethnic groups - 1.8%</p> <p>White - 96.4%</p> <p>Other ethnic groups -0.4%</p> <p>It is anticipated that the plan will have a positive impact, as awareness, access and participation in park activities is encouraged and supported.</p> <p>Action 6.2, Develop a Stratford Park Communications, promotions and marketing plan (Appendix A, Page 16) ensures we can capture all demographics</p> |
| Religion – Belief | <p>Positive Impact</p> <p>It is anticipated that the plan will have a positive impact as awareness, access and participation in park activities is encouraged and supported.</p> <p>Action 4.2, Develop new partners and stake holders (Appendix A, page 12) creates opportunities to engage with our communities and individuals.</p> |
| Sex | <p>Positive Impact</p> <p>The district has a population of circa 121,100 people (based on 2021 census) which are broken down as follows:</p> <p>Male - 59,200 - 48.9%</p> <p>Female - 61,900 - 51.1%</p> <p>It is anticipated that the strategy will have a positive impact through increased focus on safety for women and goals as one of the plans key</p> |

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| | objectives. (Appendix A, Action 8.4, Safety for Women and Girls page 21) |
| Sexual Orientation | <p>Positive Impact</p> <p>It is anticipated that the plan will have a positive impact as awareness, access and participation in park activities is encouraged and supported.</p> <p>Action 4.2, Develop new partners and stake holders (Appendix A, page 12) creates opportunities to engage with our communities and individuals.</p> |
| Marriage & Civil Partnerships (part (a) of duty only) | <p>Neutral Impact</p> <p>It is anticipated that the strategy will have neutral impact, awareness, access and participation in park activities is encouraged and supported</p> |
| Rural considerations: ie Access to services; transport; education; employment; broadband; | <p>Neutral Impact</p> <p>It is anticipated that the strategy will have neutral impact, awareness, access and participation in park activities is encouraged and supported</p> |

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

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| Completed by: Mike Wardell | Date: 6/6/2025 |
| Role: Public Spaces Officer | |
| Countersigned by Head of Service/Director:  | Date: 6/6/2025 |

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