

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: 23 May 2026

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

2026 Lido project – Financial investment report

Is this new or an existing one?

3. Briefly describe its aims and objectives

The aim of this proposal is to secure the additional funding needed to open Stratford Park Lido as early as possible in the summer season. The objective is to increase access to outdoor swimming and physical activity for residents and visitors, support health and wellbeing, and maximise use of the facility during peak demand. It also aims to reflect community expectations for opening, while ensuring the site can operate safely and effectively.

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

There are several external factors to consider:

- Health and safety legislation: The Lido must comply with relevant laws (such as the Health and Safety at Work Act) to ensure the safety of staff and users.
- Public health guidance: Any national or local guidance on water quality, hygiene, or communicable diseases must be followed.
- Equality legislation: The Equality Act 2010 requires the service to consider fairness, accessibility, and the needs of people with protected characteristics.

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

The main beneficiaries are local residents, families, and visitors who want to use the Lido. Opening as soon as possible gives people more opportunities to swim, exercise, and enjoy outdoor space during warmer weather, which can improve physical health and mental wellbeing.

6. What outcomes are expected?

- The Lido opens to the public as early as possible, rather than remaining closed due to the cost of essential maintenance.
- Maintained access to outdoor swimming for residents and visitors during the summer period.
- Reduced negative impact on community wellbeing by avoiding loss of a popular local facility.
- Continued opportunities for physical activity and social interaction, supporting health and wellbeing.
- Positive customer experience and public confidence by demonstrating that the council is responding to maintain services where possible.
- Safe operation of the facility, with essential maintenance completed to required standards.

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

This assessment is informed by general service knowledge, past usage patterns, customer feedback, and experience from previous seasons. It also considers local population needs, operational requirements, and broad comparisons with similar facilities to understand potential impacts and demand.

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

No formal public consultation has been undertaken for this proposal. However, engagement has taken place through the establishment of a Lido Working Group, which includes a range of stakeholders such as members of the public, Stroud Town Council representatives, council officers, and elected members. This has provided an opportunity to consider different views and inform the approach, although it does not constitute a formal consultation process.

12. 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 – Earlier opening may particularly benefit children, young people, and older adults by providing timely access to outdoor activity and social opportunities during warmer periods.
Disability	Neutral – Earlier opening maintains access for disabled users, which is positive; however, the absence of a pool hoist may limit accessibility for some individuals with mobility impairments, creating a potential negative impact.
Gender Re-assignment	Neutral – There is no anticipated specific positive or negative impact; earlier opening is expected to provide equal access to the facility for all users.
Pregnancy & Maternity	Neutral – There is no anticipated specific positive or negative impact; earlier opening is expected to provide equal access to the facility for all users.
Race	Neutral – There is no anticipated specific positive or negative impact; earlier opening is expected to provide equal access to the facility for all users.
Religion – Belief	Neutral – There is no anticipated specific positive or negative impact; earlier opening is expected to provide equal access to the facility for all users.
Sex	Neutral – There is no anticipated specific positive or negative impact; earlier opening is expected to provide equal access to the facility for all users.
Sexual Orientation	Neutral – There is no anticipated specific positive or negative impact; earlier opening is expected to provide equal access to the facility for all users.
Marriage & Civil Partnerships (part (a) of duty only)	Neutral – There is no anticipated specific positive or negative impact; earlier opening is expected to provide equal access to the facility for all users.
Rural considerations: le Access to services; transport; education; employment; broadband;	Mixed – Earliest possible opening improves access to a local leisure facility for rural residents; however, limited public transport options and travel distances may still restrict access for some people.

13. 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: 23/05/2026
Role: Leisure Services Manager	
Countersigned by Head of Service/Director: Angela Gillingham <i>A. Gillingham</i>	Date: 23/05/2026

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