

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): Mike Wardell | Telephone: |
| | E-Mail: mike.wardell@stroud.gov.uk |
| Service: Community Services | Date of Assessment: 8 th March 24 |

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

| |
|------------------|
| Memorial benches |
|------------------|

Is this new or an existing one? New

3. Briefly describe its aims and objectives

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| <ul style="list-style-type: none">- To offer a formalised process for memorial plaques on Selsley Common and Stratford park- Reduce SDC's liability on existing benches installed on Selsley common |
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4. Are there external considerations? (Legislation / government directive, etc)

There are currently two benches located at the edge of the Site of Special Scientific Interest on Selsley common, which we will need to assess to see if they can be located in a more suitable space, and the common itself will need to be assessed prior to installation to ensure we are complying to legislation and/or best practise.

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

Residents throughout stroud district; offering a formalised memorial plaque system will not only offer a straightforward and cost effective way of having a memorial for a loved one, it will in turn also increase the funds available to manage the areas they are placed. This will aid in nature recover and biodiversity on both the common and Stratford Park and overall improve the landscape on the district.

6. What outcomes are expected?

- New memorial benches installed, replacing existing ones on Selsley Common
- New memorial bench placed at Stratford park
- New revenue Stream for both Selsley Common and Stratford Park to be recognised

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

- Reviewed against Portsmouth & Derbyshire Council EIA on memorial Benches.
- Internal discussions EDI members

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

- Historical observations on benches installed, and requests made from the public have spurred this initiative.

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 | neutral |
| Disability | Negative |
| Gender Re-assignment | neutral |

| | |
|---|----------|
| Pregnancy & Maternity | Negative |
| Race | neutral |
| Religion – Belief | neutral |
| Sex | neutral |
| Sexual Orientation | neutral |
| Marriage & Civil Partnerships (part (a) of duty only) | Neutral |
| Rural considerations: le Access to services; transport; education; employment; broadband; | 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 |
|--|---------------------|-----------------|---|
| By offering Stratford Park as an alternative accessible location for memorials, we aim to mitigate the potential access issues surrounding Selsley common, meaning all can access the new service if desired. | Mike Wardell | Stratford Park | Installation of accessible memorial bench at Stratford Park when project goes live. |
| Both selected sites are close to Stroud Town; this may mean those in more rural locations in the district find it more difficult to utilise the service. SDC are however limited to appropriate locations under our control. There is other provision offered elsewhere in the district by other organisations such as Westonbirt arboretum (memorial tree) to limit this as an issue. Once the project has started, alternative locations can be assessed based on demand. | Mike Wardell | Officer Time | Ongoing investigation for alternative spaces based on demand from residents. |
| | | | |

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: M. Wardell | Date: |
| Role: Senior Community Services Officer | 8 th March 2024 |
| Countersigned by Head of Service:  | Date: 8 th March 2024 |

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