

Equality Analysis Form

By completing this form you will provide evidence of how your service is helping to meet 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): Angela Gillingham	Telephone:
	E-Mail:angela.gillingham@stroud.gov.uk
Service: Communities	Date of Assessment: 11/11/2021

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

Management Options Appraisal

Is this new or an existing one? **New**

3. Briefly describe its aims and objectives

<p>The main aims of the appraisal is to:</p> <ul style="list-style-type: none">Identify how the Leisure and Wellbeing services will be managed post October 2024 once the current contract finishes

- **Identify which services will be included within the new management contract.**

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

The current contract expires on the 31st October 2024 whereby Stratford Park Leisure Centre will no longer be run by the current operator. The contract has just started its 3-year extension. At the end of the 3 years a further extension cannot be granted therefore SDC had to take the opportunity to review all its options.

- 1. Contract hand over**
- 2. TUPE of staff**
- 3. Setting up a new Local Authority Trading Company**

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

In September 2021 the Leisure and Wellbeing strategy was adopted by CS&L committee on behalf of the council.

The options appraisal review is one of the key actions identified within the strategy. Once the decision of how it is going to be managed post 2024 then further plans on investment can be put into play.

The strategy is aimed at:

1. The residents and visitors of the district of all ages and abilities.

2. We need to focus on the inactive becoming active so that we can have the greatest impact on improving resident's health:

- **Improving the facilities within our centres and delivering an equitable service across all our facilities**
- **by improving the programmes delivered within the centres,**
- **working with our growing community hubs to provide physical activity and wellbeing interventions and activities to those who need it the most,**
- **Working with our schools to provide good quality sporting venues accessible to the local sports clubs**
- **Reviewing the price so that physical activity programmes are accessible to all**
- **Enabling full access across the district regardless of what membership you hold and where it was purchased**
- **Working with our health partners to deliver community wellbeing programmes from both leisure centres and using staff to deliver within the Hubs enabling full access regardless of your post code**

6. What outcomes are expected?

The council will set up their own local Authority Trading company applying Teckal exemption so that it benefits from VAT on income and NNDR reduction.

Once this is established further work can be conducted in relation to feasibility studies on investment

Health and Wellbeing and Museum services will remain in-house.

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

Leisure Consultants conducted the analysis based upon:

- **Priorities set by the project team**
- **Priorities set by the task and finish group**
- **Research was conducted by the consultants on the pros and cons of each option**
- **Financial analysis based upon actual operating figures from both centres and industry benchmark from Sport England**
- **Leisure and Wellbeing strategy research documents**
- **Officer research with other councils and operators including: South Kesteven (LATC), South Glos (Circadian leisure Trust), Monmouth county council (in-house), South Somerset (external operator), Warrington (Community Interest Company)**

8. Has any consultation been carried out?

Yes

- **Officer research with other councils and operators including: South Kesteven (LATC), South Glos (Circadian leisure Trust), Monmouth county council (in-house), South Somerset (external operator), Warrington (Community Interest Company)**
- **Consultation with CS&L task and finish specifically on the management options appraisal**
- **Consultation through the Leisure review not specific to the management options appraisal but relevant in informing the direction of travel:**
- **A. Members/Officers/Youth council workshops**

- **B. Stakeholder consultation**
- **C. Focus groups including sports provision, play, disability physical education, Museum & Arts, Town councillors and Know your patch community network**
- **D. online survey**

Further consultation will go ahead in 2022.

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	The management options appraisal recommendation will have a positive impact on the programme, price, and accessibility as the LATC will be looking to create a balanced programme across the district to enable all ages to participate in physical and wellbeing activities at the facilities. The LATC will work closely with the Health and Wellbeing team and our community partners to ensure we cater for the most vulnerable as stated within our Leisure and Wellbeing strategy. Further consultation will take place once the company has been set up to ensure equality programme across the district. Positive impact
Disability	As above
Gender Re-assignment	This is not a group currently catered for specifically within the facilities. To understand the specific needs of this group very specific consultation will be needed. Neutral impact
Pregnancy & Maternity	As with the above groups this group will be placed within the programme at both sites. The LATC will adopt the council priorities and work closely with the Health and Wellbeing team who already provide activities for this group under the “Mummy and Me” brand. An LATC will be able to expand on this programme as part of the health and wellbeing services. Positive impact
Race	The pandemic has disproportionately affected Asian and Black adults as well as other ethnic groups. The Stroud District has a low proportion of this group with only 2.1% - when programming, conducting further consultations and working with our community partners we must consider all members of our community. The management options appraisal will support the work from the Leisure and wellbeing strategy. Positive impact

Religion – Belief	The management options appraisal has a neutral impact
Sex	This will be addressed as part of the programming and interventions to enable participation. Working closely with Health and Wellbeing and community partners we will see a focus on the groups who need to be catered for. Positive impact
Sexual Orientation	The management options appraisal has a neutral impact
Marriage & Civil Partnerships (part (a) of duty only)	The management options appraisal has a neutral impact
Rural considerations: le Access to services; transport; education; employment; broadband;	Nothing changes regardless of the management of the centres. This is addressed in the delivery of the leisure and wellbeing strategy. Neutral impact

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: Angela Gillingham	Date:12/11/2021
Role:Project Manager, leisure, health and wellbeing	
Countersigned by Head of Service/Director: 	Date:12/11/2021

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