

Swindon Borough Council

Initial Diversity Impact Assessment Form

Function/Policy: Eastern Development Area Supplementary Planning Document (SPD)

Date: 25/03/09

Diversity Impact Assessments analyse functions and policies to make sure the Council is working to bring about and end to discrimination on the basis of age, disability, gender, race, religion & belief and sexual orientation. To do this we have to consider the impact of decision the Council makes about how our services are delivered to our staff or customers.

Diversity Impact Assessments are carried out whenever a policy is under development, where there is a significant change to operational procedures or where there are major structural changes within the organisation.

Before completing this form please read guidance notes.

The latest version of guidance notes are available on the SBC Equality intranet pages. To move around this form, please use the 'tab' key.

Initial Diversity Impact Assessment (IDIA)

The Initial Diversity Impact Assessment focuses on identifying whether the function or policy which is thought to have medium relevance to the Council equality duties, potentially has an adverse impact on one or more equality groups. It identifies immediate response to improve the way that a particular function/policy is delivered.

A function is one of the Council's defined duties or powers. A policy is something that is put in place to deliver a function – this can include formal policy, procedure, guidance, strategy, plans, codes of practice or 'custom and practice'.

1.1 Setting up Responsibilities

a) Which Directorate is responsible for the function/policy?	Environment & Regeneration
---	----------------------------

b) Names and contact details of officers carrying out the assessment (Help F1)
David Way 01793 466031

c) Function/policy being assessed.
Is this function/policy: New/proposed (drop down menu) When was the function/policy introduced: April 2009 Date of last Impact Assessment: N/A

Initial Diversity Impact Assessment for: Eastern Development Area Supplementary Planning Document (SPD)

d) Please identify which equality Group(s) you are focusing this assessment on?	This information is identified in the Relevance Test for Screening of Functions and Policy form
<input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender	<input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Religion & Belief <input checked="" type="checkbox"/> Sexual Orientation

1.2 Function/Policy Description

<p>a) Please provide a brief description of the function/policy that is being assessed including its aims and objectives. (Help - press F1)</p>	<p>In your response please answer the following questions:</p> <ol style="list-style-type: none"> 1. What are the function/policy objectives? 2. Who are the main stakeholders in relation to this function/policy? 3. How does the function/policy intend to benefit the main stakeholders?
<p>1. Swindon's Eastern Development Area (EDA) is a proposed new community to the east of the A419 as an expansion to Swindon including 12,000 homes, jobs, shops, schools, parks, public open space, sports and other facilities. The purpose of this Supplementary Planning Document (SPD) is to provide a planning framework setting out the expectations and requirements of development at the EDA.</p> <p>The SPD contains 10 development principles that have been established through consultation with community groups, stakeholders, service providers and developers, as follows:</p> <ol style="list-style-type: none"> 1. Deliver a diverse living environment of high quality that accommodates growth targets within an efficient and generally compact urban form with a strong sense of place. 2. Create improved eastern approach routes into Swindon and help redefine the image of Swindon. 3. Form part of Swindon and integrate as seamlessly as possible with the eastern edge of town. 4. Create new sustainable communities and facilities that connect with and protect the character of existing surrounding communities. 5. Support the broader Swindon economy with new employment and investment opportunities. 6. Become part of and help deliver a new improved strategic transport network for Swindon that encourages public transport, pedestrian and cycle use, seeking to achieve connectivity within and beyond the EDA. 7. Assist the physical, social and economic regeneration of East Swindon. 8. Conserve and enhance natural systems, watercourses, biodiversity and landscape resources, as part of an integrated green infrastructure proposal. 9. Conserve and enhance Swindon's cultural heritage, recognising its key assets and preserving the identity of those assets within the EDA. 10. Connect Swindon with its wider landscape setting in a sympathetic way. <p>2. The main stakeholders include anyone who has an interest in Swindon and its future development. This will include residents and future residents, community groups, developers, employees and visitors. Achieving the aims of sustainable development includes meeting the needs of future generations and this policy for 12000 new dwellings and associated development should always keep this in mind.</p> <p>3. The policy intends to benefit the main stakeholders by delivering a new development that</p>	

fully meets the needs of all communities, either within the EDA or outside. New development has to provide all the necessary services and facilities, including transport infrastructure, jobs, community and healthcare facilities, schools and open space that people will need.

b) What opportunities does this function/policy offer to promote equal opportunities?

(Help - press F1)

In your response please consider whether the function/policy:

- Ensures fairness in its processes e.g. the way it is intending to deliver its service;
- If so how?

The SPD policy will only be introduced after full stakeholder and public consultation has taken place, in accordance with the Swindon Statement of Community Involvement.

The development of the EDA SPD has taken account of the Government's principles for community involvement, which include:

- > Community involvement that is appropriate to the level of planning.
- > Front loading of involvement - opportunities for early community involvement and a sense of ownership of local policy decisions. Front loading will be key to the success of the new planning system by early identification of issues.
- > Using methods of involvement which are relevant to the communities concerned.
- > Clearly articulated opportunities for continuing involvement as part of a continuous programme, not a one-off event.
- > Transparency and accessibility.

In preparing the SPD, the planning department has taken full account of Government planning guidance, which states " local planning authorities, in preparing local development documents, must comply with the general duty in the Race Relations (Amendment) Act 2000 to promote race equality. This duty means that authorities must have due regard to the need to eliminate unlawful racial discrimination and promote equality of opportunity and good relations between persons of different racial groups. Community involvement in planning will need to address the involvement of different racial groups.

Local planning authorities should also comply with the Disability Discrimination Act 1995 which places a duty on all those responsible for providing a service to the public not to discriminate against disabled people by providing a lower standard of service".The planning function also complies with other relevant legislation in relation to age, gender, religion and sexual orientation.

The LDF, including the SPD, takes account of the principles and characteristics of other relevant strategies and programmes - this includes the Sustainable Community Strategy and various other local strategies relating to education, health, social inclusion, waste, biodiversity, recycling and environmental protection, urban and rural regeneration, housing and community development. In particular, the SPD should help in the delivery of the community strategy, setting out its spatial aspects where appropriate and providing a long-term spatial vision.

The Statement of Community Involvement (SCI) forms part of the Swindon Local

Initial Diversity Impact Assessment for: Eastern Development Area Supplementary Planning Document (SPD)

Development Framework and was adopted in January 2007. The SCI sets out the standards to be achieved by the local authority in involving the community in the preparation, alteration and continuing review of the SPD and other planning documents. It is a clear public statement enabling the community to know how and when they will be involved in the preparation of local development documents and how they will be consulted on planning applications.

Involving the community from the outset is essential to achieve local ownership and legitimacy for the policies that will shape future distribution of land uses and development, and will help to minimise the need for a lengthy and controversial examination process. The SCI sets out the authority's vision and strategy for community involvement and how this links with other community involvement initiatives, for example, the Sustainable Community Strategy. It identifies the community groups that need to be involved and the techniques required to effectively involve them both informally and formally - this includes groups who are not easy to reach using conventional methods of public participation.

During the preparation of the EDA Framework Plan, there were two stakeholder workshops. These identified principles for development and tested design options prior to the formulation of a preferred strategy. Participants included:

- >Parish Councils
- >Statutory consultees, stakeholders and environmental groups
- >Developers
- >Land agents
- >Officers from Swindon Borough Council and the neighbouring authorities
- >Local Ward Councillors

Additionally, Swindon Borough Council undertook significant evidence gathering and stakeholder consultation prior to the appointment of LDA Design, which informed the process. It is the intention of Swindon Borough Council to engage in full public consultation through consultation on this SPD.

c) What issues may prevent this function/policy from promoting equal opportunities?

- In your response please consider whether the function/policy:
- Excludes or prevents any particular equality group from engaging or participating e.g. through the way it is intending to deliver its service
 - If so how?

The policy is all inclusive and is designed to target all the strands of equalities (see previous sections). The SPD policies are not expected to adversely impact any particular equalities group and consultation techniques are designed to reach as many community groups and individuals in the Borough as possible.

1.3 Consider the Existing Evidence

<p>Is there any evidence of different levels of take-up, outcomes or satisfaction levels for any of the equalities groups and if so what?</p> <p>(Help - press F1)</p>	<p>In your response please consider:</p> <ul style="list-style-type: none"> • What does existing monitoring information tell you; • What do other stakeholders (internal and/or external) think about the function/policy? • Have there been any concerns or complaints from the public or staff about this function/policy?
<p>A wide range of evidence based documents have been collated to inform SPD policies and no gaps have been identified in the evidence base. Evidence base documents have been undertaken by Swindon Borough Council and various private consultants, involving many different stakeholders. Documents include:</p> <ul style="list-style-type: none"> > Swindon Eastern Development Area Framework (November, 2008) > Proposed Changes to the Draft Regional Spatial Strategy for the South West (July, 2008) > Submission Draft of the Swindon Borough Core Strategy (April, 2009) > Swindon Transport Strategy (December, 2008) > Swindon Northern Development Area Lessons Learned (December, 2008) > Swindon School Place Planning Study (March, 2009) > Swindon Infrastructure Costing Model (January, 2009) > Swindon Joint Study (May, 2005) <p>The Swindon Joint Study (2005) was the initial document that investigated the scale of growth that could be accepted at Swindon in the next 20 years. It assessed how much could be accommodated on land within the existing urban area and the most sustainable direction for growth as an urban extension.</p> <p>It assessed potential to the north-west, south-west and east and concluded that the area to the east of Swindon was the most sustainable direction of growth. The east was selected mainly because of its proximity to a number of large employment areas and that it is a large low-lying site with no critical landscape features and very few biodiversity constraints. The issue of flood risk was highlighted as the biggest constraint to be overcome.</p> <p>The Draft EDA SPD and accompanying Sustainability Appraisal and Diversity Impact Assessment will be made available for public consultation from 20th April 2009, for 6 weeks. The aim of this consultation is to seek the views of anybody with an interest in the long-term planning and growth of Swindon and in particular of the EDA. Individual consultation events are also planned with local residents in the vicinity of the proposed development area in order to hear their views. The development has the potential to particularly effect those living in the existing urban area of east Swindon and in nearby villages. All consultation responses received will be taken account of and used to develop the final version of the SPD.</p> <p>During the preparation of the EDA Framework Plan, there were two stakeholder workshops. These identified principles for development and tested design options prior to the formulation of a preferred strategy. Participants included Parish Councils, key agencies, stakeholders and environmental groups, developers, land agents, officers from Swindon Borough Council and the neighbouring authorities local ward councillors. Some of the key issues discussed included flood risk, location of housing and employment land, impacts on local villages and transport impacts.</p>	

If you are aware that you have not got sufficient evidence/information to determine whether the function/policy has the potential to result in causing an adverse impact on an equality group(s), then move on to a Full Diversity Impact (FDIA).

1.4 Assessment of Impact

<p>Is there an adverse impact on any of the equality groups? (Help - press F1) (Help - use of General - press F1)</p>	<p>In your response please consider if the function/policy or its implementation:</p> <ul style="list-style-type: none"> • will discriminate directly or indirectly? • adversely impacts upon one or more equalities groups or sub-groups (or any group or section within them)?; • If there is an adverse impact, what are the reasons? • Is the adverse impact justifiable based on positive action?
<p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Gender</p> <p><input type="checkbox"/> Race</p> <p><input type="checkbox"/> Religion & Belief</p> <p><input type="checkbox"/> Sexual Orientation</p> <p><input type="checkbox"/> General</p>	<p>No adverse impacts envisaged</p> <p>No adverse impacts envisaged</p> <p>No adverse impacts envisaged</p> <p>No adverse impacts envisaged</p> <p>No adverse impacts envisaged</p> <p>No adverse impacts envisaged</p>

1.5 Corrective Action

<p>Are you able to put in place any corrective action(s) i.e. changes or practical measures that would help overcome the adverse outcomes identified above?</p> <p>(Help - press F1)</p>	<p>Please consider:</p> <ul style="list-style-type: none"> • For example, changes in communication methods, language support, access measures, changes in eligibility criteria, how the function/policy is written - is it user friendly, amended programmes, outreach methods, shared targets with other departments etc... • Where an action cannot be undertaken immediately it should be incorporated in to the Group Directorate Equality Service Plan. • Where there is insufficient evidence or information to establish appropriate changes a Full Diversity Impact Assessment should be undertaken.
Impact	Corrective Action
Age No adverse impacts envisaged	
Disability No adverse impacts envisaged	
Gender No adverse impacts envisaged	
Race No adverse impacts envisaged	
Religion No adverse impacts envisaged	
Sexual OrientationNo adverse impacts envisaged	
General	No corrective actions to be undertaken at this stage.

1.6 Completing the Initial Diversity Impact Assessment

Summary of corrective actions to be taken.

Action	Completed
No corrective actions to be undertaken at this stage.	

Date actions implemented:

Confirm inclusion of actions in Equality Service Plan if not implemented immediately – date:

Bearing in mind any actions taken, is it necessary to refer this function/policy for a Full DIA? No (drop down menu)

Date outcomes presented to Equality Service Group:

Signed: David Way

Completing Officer

Please send an electronic copy of the final completed form, with an electronic link to the function/policy, to the Equality and Diversity Unit: equality@swindon.gov.uk

Please keep a copy on file for audit purposes