

Swindon Borough
Core Strategy & Development Management
Policies

Revised Proposed Submission

Diversity Impact Assessment

March 2011

1. Introduction

What is a DIA?

- 1.1 A Diversity Impact Assessment (DIA) assesses whether the Council is carrying out its functions and delivering its services in the way they are intended and to everybody. The DIA on the Core Strategy and Development Management Policies (“The Core Strategy”) has assessed each individual policy and has identified potential equality opportunities and possible negative impacts.
- 1.2 The impacts consider the effects of the Core Strategy policies upon equality groups including age, disability, gender, race, religion, belief, sexual orientation and also groups, which face social inequalities. Assessing the impacts on these groups includes identifying whether we are meeting the Council’s equality duties and the dimensions of equality, which examines how the policy will affect the life chances of the equality groups. These are explained within the Council’s Diversity Impact Assessment Framework shown in Appendix 1.

Structure of Report

- 1.3 This report follows the Council’s approach to undertaking DIA’s.
 - Section 1 is a brief introduction to what a DIA is.
 - Section 2 includes an overview of the Core Strategy including the overarching aims, potential to meet the equality agenda and potential barriers.
 - Section 3 identifies who the Core Strategy is aimed at including a profile of Swindon’s population as to establish the make up of the equality groups which exist in Swindon.
 - Section 4 is the impact assessment, which establishes the potential equality benefits, negative impacts and required actions in light of the impacts.
 - Section 5 is the next steps. This includes a summary of the key impacts and changes required, future work and how the Core Strategy will be reviewed and monitored in light of the impacts identified.

2. What is it about?

What is the Core Strategy there for?

- 2.1 The Core Strategy is an overarching document, which sets the strategic direction and policy for Swindon Borough looking forward to 2026 and beyond. It identifies the overall strategy and framework for development including housing, employment, transport, social and green infrastructure.

What is it set up to deliver?

- 2.2 The Core Strategy aims to make Swindon a regional centre alongside making Swindon one of the best business locations in the UK offering a high quality of life for its residents and visitors, regardless of age, gender, race, faith, disability or sexual orientation. It will also encourage the community of Swindon to respond to the needs of a growing population through close working with various organisations and groups to promote healthy living and to create caring, cohesive and inclusive neighbourhoods. The Core Strategy will replace the majority of the Swindon Borough Local Plan 2006-2011 and it is anticipated it will be adopted in 2012.
- 2.3 The Core Strategy will follow the guidance and principles set out in Central Government's Planning Policy Statement 1 (PPS1): Delivering Sustainable Development. PPS1 aims to ensure that development meets current needs without compromising the needs of future generations to meet their own needs including:
- Social cohesion & inclusion
 - Environmental protection & enhancement
 - Efficient use of natural resources
 - Economic growth & prosperity
- 2.4 These aims will be integrated into the Core Strategy to achieve a sustainable, productive economy that delivers high employment levels, a just society that promotes social inclusion and personal well-being as well as protecting and enhancing the natural & physical environment and optimising resource and energy use.

Alignment with the objectives and aims of local strategies

- 2.5 The Core Strategy is one of a number of strategic policy documents for the Swindon area. The policies set out in the Core Strategy should align with other areas such as education, transport, housing, employment, environment and health. It will influence the form of the Local Development Framework, and be influenced by the Sustainable Community Strategy, 'One Swindon' and various strategies by the areas mentioned.

Sustainable Community Strategy 'A Shared Vision for Swindon 2008-2030'

- 2.6 The Swindon Sustainable Community Strategy is a forward-looking vision for the town and borough, which outlines improvements to the social, environmental and economic well-being of the area. The Local Strategic Partnership is responsible for this Strategy and is made up of various partners from within and outside the council.
- 2.7 This Strategy feeds into the Local Development Framework and the Core Strategy will help to support and deliver the six key themes identified in the vision. To achieve this the Core Theme Policies in the Core Strategy have been structured around the key themes, which are:

- Theme 1: Swindon as a destination of choice
- Theme 2: All people are benefiting from our growing economy
- Theme 3: We have safeguarded our environment for future generations
- Theme 4: A healthy, caring and supportive community
- Theme 5: A place where high aspirations are supported by superb education provision for all ages
- Theme 6: A place where local people can have real influence and where they feel safe
- Theme 7: Keeping Swindon Moving

2.8 Theme 7 is not included within the Sustainable Community Strategy however because of the cross cutting nature of transport, it is essential to add this theme to the Core Policies.

One Swindon

2.9 One Swindon is a corporate strategy, which sets the strategy directions for Swindon over a four-year period 2010 to 2014. It will create a single plan for Swindon developed by all key delivery partners (health, police etc.). Through integrated partnership working, this single plan will offer clarity and focus on the priorities, investment and disinvestments within and across the council. This plan will play an important role especially in response to fewer resources now and in the future and due to extra demand for services.

2.10 The priorities, which have emerged, are based on extensive consultations with public sector partners and local people. These priorities are:

- I like where I live
- Regeneration, employment, skills and managed growth
- Everyone is enjoying sports, leisure and cultural opportunities
- Living independently, making a positive contribution

What potential is there to meet equality duties?

2.11 The Core Strategy sets out the development framework for the Borough now and for the future. Thus the Core Strategy will affect all of the population of Swindon Borough.

2.12 The Core Strategy needs to be in accordance with National Planning Guidance, which recognises that the needs of everyone should be considered. Development plans should contain clear, comprehensive and inclusive access policies. Such policies should consider people's diverse needs and aim to break down unnecessary barriers and exclusions in a manner that benefits the entire community (PPS1).

- 2.13 Community involvement is a key aspect of plan-making and the Councils Statement of Community Involvement details consultation methods, including hard-to-reach groups.

What equality benefits does this create?

- 2.14 The vision of the Core Strategy highlights what benefits the Core Strategy will bring to the population of Swindon. This includes:

- Responding to the needs of a growing population
- Promoting healthier living
- Creating caring, cohesive environments
- Improving employment prospects and skills of workforce
- Reducing crime & keeping people safe
- High quality of life
- An attractive, well equipped town
- Sustainable design & construction

- 2.15 All of these aspects will benefit all equality groups and have been explained further within Appendix 2 where key impacts have been identified.

What are the barriers to meeting this potential?

- 2.16 There are a number of barriers and challenges to meeting the equality duties through the Core Strategy. An overall challenge that will effect the delivering of all aspects of the Core Strategy will be budget pressures due to concerns regarding public spending over the next 5 years. Delivery of all projects will be affected by budget restrictions throughout and also beyond the Council.

- 2.17 In terms of delivering the Core Strategy, budget pressures will play a crucial role in the viability of delivering projects and infrastructure requirements. The provision of affordable housing, local services and public transport will be affected by whether it is viable for developers and the Council to deliver such services in the current economic climate. However the Core Strategy does reflect this, as viability is considered as part of certain policies.

- 2.18 In common with many areas, Swindon is experiencing an increasing ageing population, which is likely to put additional pressures on services, particularly health related.

3. Who's it for?

Who is expected to benefit or use this service?

- 3.1 The Core Strategy establishes the long-term spatial vision for the Borough to 2026 and provides the overall strategy for delivering that vision. Therefore the whole of the population within the Borough is

expected to benefit from the Core Strategy including population outside of the Borough.

- 3.2 The Strategy determines what, where and how development will be delivered including housing, employment, education, retail, leisure, open space and the transport requirements to support development. However the majority of policies are strategic in nature and cover a wide range of issues therefore in the matrix shown in Appendix 2, nearly all equality groups will benefit from all policies.

What do you know about them?

- 3.3 To identify whether the Core Strategy is meeting the needs of the equality groups, there is a need to establish the profile of each of the equality groups based on the relevant data sources, which are the Office for National Statistics (ONS) and the Index for Multiple Deprivation.

Age

- 3.4 Based on the mid-year population estimates for 2009, Swindon Borough has a population of 198,800, which has increased by over 2,500 based on the 2008 figure.

The current demographic structure for Swindon is as follows:

Table 2.1: Population by age group for the Borough of Swindon

	Census 2001		Mid 2008 ONS estimate		Mid 2009 ONS estimate	
0-19 yrs	45900	25.48%	47850	24.47%	48400	24.35%
20-29 yrs	24000	13.35%	25650	13.09%	25800	12.98%
30-39 yrs	31550	17.52%	31050	15.85%	31050	15.64%
40-49 yrs	25200	13.98%	31400	16.01%	31800	16.00%
50-59 yrs	20650	11.47%	22550	11.51%	23250	11.67%
60-69 yrs	15150	8.41%	17850	9.12%	18350	9.26%
70+ yrs	17650	9.80%	19650	10.01%	20100	10.11%
Total	180050		196050		198800	

* Total does not sum due to rounding

- 3.5 It is projected that the proportion of children aged 0-19 years in Swindon will remain stable over the next 15 years, whilst there will be a slight decrease in the proportion of people aged between 20 and retirement age. Critically the number of people in Swindon aged over retirement age will increase by about 50% over the next 15 years.
- 3.6 Reflecting the national trend, there is an ageing population in Swindon Borough and consideration of this will need to be reflected within the Core Strategy policies especially with regards to housing need and accessibility.

Gender

- 3.7 The 2009 mid year estimates shown in Table 2.2 illustrate that the split between males and females in Swindon Borough is equal.

Table 2.2: Population by gender for the Borough of Swindon

	Census 2001		Mid 2008 ONS estimate		Mid 2009 ONS estimate	
Female	90500	50.30%	97850	49.91%	99400	50.01%
Male	89550	49.70%	98200	50.09%	99400	49.99%
Total	180050		196050		198800	

*Total does not sum due to rounding

- 3.8 The average earnings of Swindon Borough male and female residents are illustrated in Table 2.3.

Table 2.3: Average Earnings for Males and Females

	Swindon 2009 ONS	Swindon 2010 ONS	Great Britain 2010 ONS
Gross Weekly Pay			
Full-Time Workers	£493.6	£504.8	£501.8
Male	£561.4	£571.1	£541.9
Female	£385.4	£421.5	£440.0
Hourly Pay			
Full-Time Workers	£12.64	£12.58	£12.65
Male	£14.06	£14.08	£13.24
Female	£10.54	£11.01	£11.75

- 3.9 Men in Swindon Borough earn more than the national average, but women in the Borough earn less than the national average.

Sexual Orientation

- 3.10 Estimates are that 6% of the population of the Borough are gay, lesbian or bi-sexual. There is limited data available in regards to sexual orientation.

Religion & Race

- 3.11 The 2001 Census provides data to illustrate the religious break down of the population, which is illustrated in Table 2.4. The 2008 and 2009 mid-year estimates are based on the Census 2001 data.

Table 2.4: Population by religion for the Borough of Swindon

	Census 2001	Mid 2008 ONS estimate	Mid 2009 ONS estimate based on 2001 proportional
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					breakdown	
Buddhist	500	0.28%	550	0.28%	550	0.28%
Christian	126150	70.07%	137350	70.07%	139300	70.07%
Hindu	1000	0.56%	1100	0.56%	1100	0.56%
Jewish	150	0.07%	150	0.07%	150	0.07%
Muslim	1850	1.03%	2000	1.03%	2050	1.03%
Sikh	1000	0.56%	1100	0.56%	1100	0.56%
Other	650	0.36%	700	0.36%	700	0.36%
No religion	34450	19.13%	37500	19.13%	38050	19.13%
Declined to disclose	14300	7.95%	15600	7.95%	15800	7.95%
Total	180050		196050		198800	

* Total does not sum due to rounding

- 3.12 The most common religion in the Borough is Christian with all other religions making up a relatively small proportion of the Borough's population. The needs of all religious groups should be addressed especially in relation to community facilities.

Table 2.5: Population by ethnic group for the Borough of Swindon

	Census 2001		Mid 2006 ONS experimental estimate		Mid 2009 ONS estimate based on 2006 proportional breakdown	
Asian or Asian British	3850	2.13%	5900	3.16%	6300	3.16%
Black or Black British	1250	0.70%	2000	1.07%	2100	1.07%
Mixed	2050	1.14%	2700	1.45%	2900	1.45%
Other Ethnic Groups	1500	0.83%	2300	1.23%	2400	1.23%
White Minority Ethnic	6700	3.72%	8500	4.56%	9100	4.56%

Disability

- 3.13 The Equalities Act 2010 defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse affect on his or her ability to carry out normal day-to-day activities. Official figures for the proportion of the population with a disability are not currently available. The Census definition of long-term illness is used as a proxy measure.

Table 2.7 Population with long-term limiting illness for the Borough of Swindon

	Census 2001	Mid 2008 ONS estimate	Mid 2009 ONS estimate based
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					on 2001 proportional breakdown	
Disabled	27500	15.26%	29900	15.26%	30350	15.26%
Non Disabled	152600	84.74%	166150	84.74%	168500	84.74%
Total	180050		196050		198800	

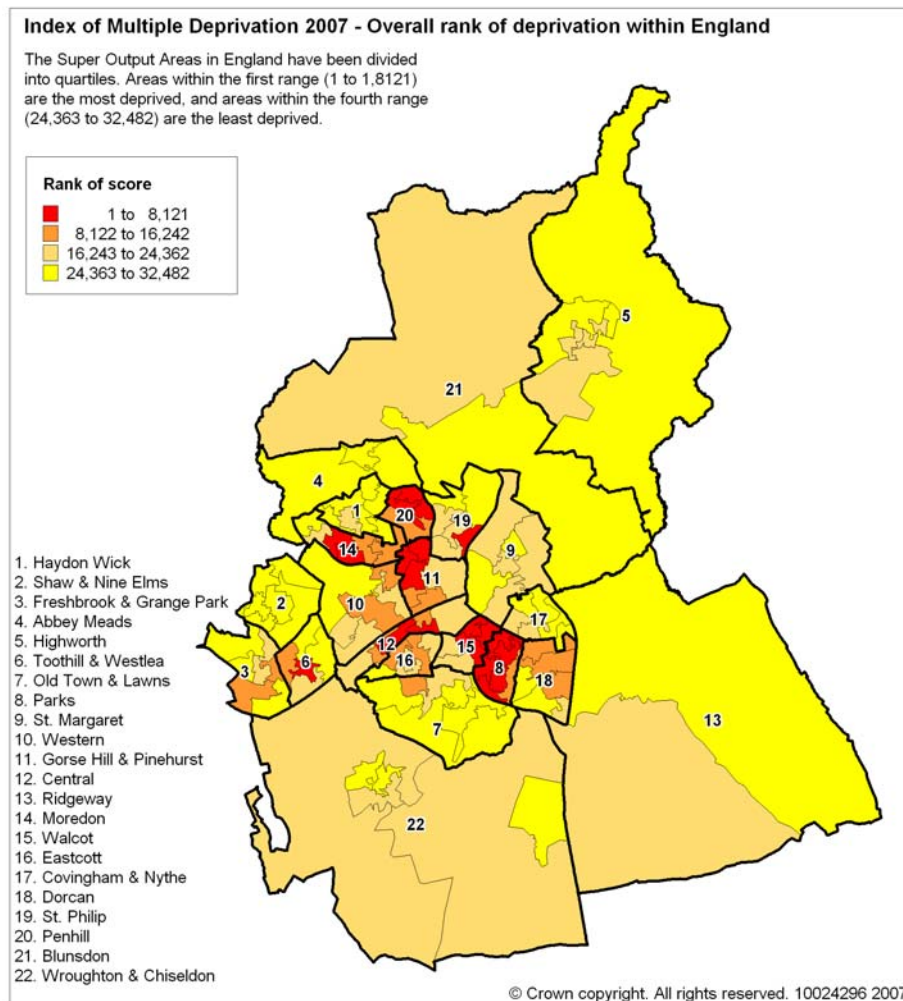
*Total does not sum due to rounding

The Core Strategy needs to take into account the needs of the disabled population in areas such as access of employment, housing provision, service provision and accessibility.

Social Deprivation

- 3.14 Social deprivation is a form of inequality. The Index of Multiple Deprivation is a nationally recognised measure of social deprivation, Figure 1, below, shows the IMD 2007 for Swindon. The measure is applied spatially and is only an indication based on the statistics for the given area. It does not mean that the entire population in the area is experiencing that level of deprivation.

Figure 1: Index of Multiple Deprivation for Swindon



- 3.15 Figure 1 shows that there are areas of deprivation in a number of wards located within the Swindon Urban area. The policies in the Core Strategy should work to try to alleviate areas of deprivation. This can mainly be addressed through policies related to housing provision, access to employment opportunities, service provision and accessibility. Area policies could be used to target aid where it is needed.

4. Impact

How will this service be successfully delivered to a diverse group of people?

- 4.1 This stage of the Diversity Impact Assessment has been undertaken using a matrix to assess the impacts of all the policies individually and this matrix can be found in Appendix 2. The matrix includes which equality groups will benefit from the policies and whether the dimensions of equality are being met. There is also explanation on the key impacts each policy will have on the equalities agenda and what action is required both now and on any future work which is undertaken.

What consultation has taken place?

- 4.2 The Core Strategy has been evolving over a couple of years, including a number of consultation periods enabling the community to provide their views and influence the development of Swindon.

How has consultation influenced this service?

- 4.3 The policies in the Core Strategy have been amended at the various stages of the Core Strategy in light of the comments received through consultation.
- 4.4 Through the Local Policy Forum and Community Planning Forum, community groups have had a chance to influence planning policy.
- 4.5 During the autumn of 2010 a range of cluster participation events took place based on 'Connecting Places, Connecting People' to understand what communities like, dislike and what their aspirations are for the future of Swindon. The outcomes of these events have been fed into the Core Strategy in particular in the Spatial Strategy policies and are available to view within a report titled 'Community Participation in Swindon's Emerging Core Strategy'.

5. So What?

Summary of Impacts

- 5.1 The DIA has assessed whether the Core Strategy DPD and Development Management Policies DPD will have either a positive or negative impact upon equality groups in particular in relation to the dimensions of equality and can be seen in Appendix 2.
- 5.2 The overall outcome of the assessment has shown that the majority of policies are not likely to have a negative impact however many of the policies will provide a positive impact. Most of the policies are broad and benefits will be provided for all of the population. If negative impacts have been identified, it is because parts of some policies are aimed at providing activities or affordable housing for certain equalities groups which has been justified through the Council's evidence base and consultation.

What changes have you identified and how can we bring about any necessary change?

- 5.3 The impact assessment in Appendix 2 explains if actions and changes are required in light of the equalities assessment regarding each individual policy. This includes various actions such as changes to the policy and if a DIA is required if further work is undertaken. These changes will be integrated into the Core Strategy to ensure future development promotes equality and also if there are any potential negative impacts these have been removed, mitigated or justified within the Core Strategy.

What will you do now and what will be included in future planning?

- 5.4 Future actions are identified in the matrix in Appendix 2. Any future changes to the Core Strategy in light of consultation or new guidance will led to a review of this DIA.
- 5.5 The matrix highlights whether subsequent planning documents including Supplementary Planning Documents and Neighbourhood Plans based on certain policies will require a separate DIA in the future. Overall the majority of further work which is based on the policies within the Core Strategy will not require a DIA as the overarching policy has been assessed within this DIA. An explanation will accompany the relevant documents identifying why a DIA is not required along with the outcomes of this DIA. However there is one policy, which will definitely require a DIA, which is the Proposed Eastern Villages Supplementary Planning Document.

When will this be reviewed?

- 5.6 The implementation of the Core Strategy will begin once the document is adopted in 2012. The implementation of the Core Strategy will be delivered and reviewed through the Implementation and Monitoring Plan, which sets out how and when the Core Strategy will be delivered, and the methodology for measuring if it is being delivered and is

successful in meeting the Strategic Objectives. The Implementation and Monitoring Plan is a live document and will be updated when required.

How will success be measured?

- 5.7 The Core Strategy includes a range of monitoring indicators which measure the performance of the policies and will be reported in an Annual Monitoring Report. The outcome of the DIA has fed into establishing these indicators.

Appendix 1: Swindon Borough Council's DIA Framework



Strategic Planning Framework – Diversity Impact Assessments

1 What's it about?

- What is it there for? What is it set up to deliver? What is the proposed change?
- What potential is there to meet the equality duties?
- What equality benefits does it create?
- What are the barriers to meeting this potential?

2 Who's it for?

- Who is expected to benefit or use the service (internal/external)?
- What do you know about them (evidence)?
- Who is missing or may find it difficult to use the service?
- Do you know why?

3 Impact

- How will this service be successfully delivered to a diverse group of people? (positive impact)
- Is there any innovative thinking, working or technology that could improve delivery?
- Is there anything about the way you deliver your service which may stop people getting involved? (negative impact)
- Is that reasonable or justified? How can it be resolved?
- What consultation has taken place? How has the consultation influenced the service?

4 So what?

- What changes have you identified?
- What will you do now and what will be included in future planning?
- When will this be reviewed?
- How will success be measured?
- Who is signing this off/taking responsibility?

Considerations

Our equality duties

1. Eliminate Discrimination
2. Promote Equal Opportunities
3. Promote Good Relations
4. Prevent Harassment
5. Encourage Participation in Public Life

In the areas of: age, disability, gender (including transgender), race, religion/belief and sexual orientation (socio-economic status).

Dimensions of equality How will the service affect the life chances of different groups? Consider how the service will **impact**

1. **Longevity:** e.g. premature mortality.
2. **Physical security:** e.g. freedom from violence and physical and sexual abuse.
3. **Health:** e.g. well-being and access to high quality healthcare.
4. **Education:** e.g. being able to be creative, to acquire skills and qualifications, and having access to training and life-long learning.
5. **Standard of living:** e.g. being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
6. **Productive and valued activities:** e.g. access to employment, a positive experience in the workplace, work/life balance, being able to care for others.
7. **Individual, family and social life:** e.g. self-development, having independence and equality in relationships and marriage.
8. **Participation, influence and voice:** e.g. participation in decision-making and democratic life.
9. **Identity, expression and self-respect:** e.g. freedom of belief and religion.
10. **Legal security:** e.g. equality and non-discrimination before the law and equal treatment within the criminal justice system.

For up to date information and advice contact equality@swindon.gov.uk or check swindon.gov.uk/dia



FOI3647/10 Sept10.1

Appendix 2: Equality Assessment Matrix

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
DS1: Development Strategy	All Equality Groups	Focusing development within existing settlements, in the most accessible locations close to services should reduce the need to travel and benefit all, particular those without access to a car e.g. those with disabilities, older and younger people and those on a lower income. The design of the urban extensions will need to ensure all of the population have equal opportunities. POSITIVE IMPACTS	3 4 5 6	No action required
CORE THEME POLICIES				
CT1: Swindon: A Destination of Choice	All Equality Groups	Creating inclusive communities, safe and healthy environments will provide services and facilities meeting the needs of all of the population, benefitting all equalities groups as long as the correct needs have been identified. Delivering a university will provide opportunities for all ages to develop their skills. Delivering sustainable design will have long-term cost benefits in particular related to heating the home thus benefits for the older population and those on lower incomes who are likely to suffer from fuel poverty. However the cost of implementing sustainable design may increase house prices thus having an impact on lower incomes households which some of the equalities groups fall within. To reduce social inequality, the provision of good access to the town centre and key destinations will need to be made possible through all transport modes as to aid accessibility for those with disabilities, the older and those on lower incomes. POSITIVE IMPACTS & UNCERTAIN IMPACT	4 5 6 2 3 7	No action required. This assessment has highlighted the possible cost implications of sustainable design and construction upon lower income groups however the extent of the impact is uncertain

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
CT2: Benefitting from Economic Growth	All Equality Groups	<p>Development of a range of sectors will provide a range of employment opportunities however it is key that all equality groups and population have access to these opportunities. The type of housing delivered will need to reflect the needs of equalities groups. The provision of affordable housing will help to meet the needs of those on lower incomes. High densities in the Central Area do not provide appropriate accommodation for some equality groups who would benefit greatly from living in such an accessible location. Gypsies and Travellers are a recognised ethnic minority therefore providing adequate and permanent sites will be beneficial to all residents through having access to educational, health care and other facilities. The delivery of development will need to be supported by appropriate infrastructure as to not restrict access for equality groups to housing and employment opportunities.</p> <p>POSITIVE IMPACTS& UNCERTAIN IMPACTS</p>	6 5 2 7	Some impacts can not be determined as exact location are not stated for employment and housing. The Site Allocations DPD will determine this and will require an individual DIA. Timely delivery of infrastructure is covered in policy NC1
CT3: Safeguarding our Environment	All Equality Groups	<p>Providing a green infrastructure network can provide health benefits for some equalities groups. Minimising flood risk, ensuring adequate supply of water and protecting historical assets will be beneficial to all of the population. Delivering of a modular energy and district heating system will provide cost benefits in the long-term.</p> <p>POSITIVE IMPACTS</p>	5	No action required. Any further work on this will not required a full DIA.
CT4: Healthy, Safe and Supportive Communities	All Equality Groups, in particular age	<p>Locally and integrated services will ease accessibility for equality groups with all service being located in one location especially for those with disabilities. Creating an environment which encourages healthier and more active lifestyles will improve the well-being of all of the population. Meeting the needs of the ageing and vulnerable population will provide many benefits for those equality groups including access to facilities and housing. Catering for young peoples</p>	1 2 3 4 5 6 7	No action required. Any further work on this will not required a full DIA.

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
		needs will also provide positive impacts. Provision of enhanced health care facilities will improve the health of equality groups. POSITIVE IMPACTS		
CT5: High Aspirations Supported by Superb Education	Age (Children & Young Adults) & Disabled	Provision of education for early year, primary, secondary and post 16 will provide educational opportunities for the young population. A university will provide opportunities for life-long learning providing benefits for all adults. Special education provision will benefit those who have a disability. POSITIVE IMPACTS	4 6 7	No action required. Any further work on this will not require a full DIA.
CT6: Local Influence and Ownership	All Equality Groups	Enabling communities to participate in planning is allowing the community to influence the future development of Swindon and is encouraging participation in public life. However some equality groups are hard to reach and do not necessarily speak up therefore it will be essential to reach these groups to ensure we are meeting their needs. To effectively communicate with equality groups, documentation will need to be produced in a variety of formats as so accessible for all, in particular those who are disabled and do not understand English. POSITIVE IMPACTS	8 9	No action required. However consultation with communities will need to ensure hard to reach and equality groups are involved. This is covered within the Statement of Community Involvement.
CT7: Keeping Swindon Moving	All Equality Groups	Promoting equality of opportunity and access to services through a number of measures will benefit all equality groups in particular those on lower incomes and with disabilities. Better public transport and safer transport connections and routes will provide a better standard of living for all equality groups however there needs to be a balance for providing for all transport modes as various equality groups rely on various methods. POSITIVE IMPACTS	3 4 5 6	No action required. Any further work on this subject will require a review to determine whether a full DIA is required.

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
SPATIAL STRATEGY				
SC1: Swindon's Central Area	All Equality Groups, in particular Age (young people)	The adequate provision of various facilities is crucial to delivering a balanced community. The provision of new and enhanced facilities in particular health, education and leisure will improve inclusion and accessibility for all equalities groups. The provision of housing needs to reflect the requirements of the population and deliver appropriate housing types. Focus and redevelopment of this area should not disadvantage equality groups elsewhere. Providing an environment, which is access for all, will provide benefits for those with disabilities. POSITIVE IMPACTS	3 4 5 6 8	No action required. This assessment has highlighted the delivery of housing needs to reflect need.
SC2: Swindon's Urban Area	All Equality Groups, in particular Age (young people)	Improving the transport network including bus provision will improve accessibility around Swindon. Improvements to the cycle and path network and provision of sports centre will provide more opportunities for physical activity thus improving the well-being of the population. Provision of education and sports centres provide opportunities particularly for the young however they will need to be accessible for all. The cultural needs of the existing population will need to be provided for (e.g. places of worship) which will reduce exclusion for those who are religious. Providing a district heating network may provide cost benefits in the long-term. POSITIVE IMPACTS & NEGATIVE IMPACTS DUE TO OMISSIONS	3 4 5 6 8	There is no mention of the provision and protection of community facilities and local centres to provide for the needs of the local population. There is no mention of affordable housing which provides essential accommodation for those on lower incomes. Recommended the policy should be amended to reflect

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
				the above.
SC3: Central Swindon Communities	All Equality Groups, in particular Race	Improving the mix and variety of shops in Manchester Road will reflect the needs of the diverse population in this area including the needs of various races and religions. Addressing safety issues will give confidence to more vulnerable groups to engage in the community. Protecting and improving community centres, major open spaces and provision of education will benefit all of the community especially the young and provide opportunities for physical activity. Better management of HMOs will benefit those with lower incomes in need of this type of accommodation. POSITIVE IMPACTS	3 4 5 6 8	No action required
SC4: East Swindon Communities	All Equality Groups	Improving and enhancing local centres, community centres, libraries and public transport will benefit all especially those without access to a car especially the young, old, disabled and low incomes groups. Affordable housing will benefit those equality groups in need and addressing social problems in regards to HMOs will improve the standard of life for those living in HMOs, which provide a type of accommodation for those on lower incomes. Providing activities for the young and improving access to the GWH will improve the health and well-being of residents. However providing activities for the young may be excluding groups. POSITIVE IMPACTS	3 4 5 6 8	It is recommended that activities should be provided for all equality groups.
SC5: North East Swindon Communities	All Equality Groups, in particular Age (young people)	Improving the provision of sports centres, Stanton Park, walking and cycling network and protecting playing pitches, playspaces and community facilities will improve the well-being and health of residents and promote social inclusion. Providing affordable housing for the young will benefit young people however there could be other equality groups which require affordable housing too. Improving and	3 4 5 6 8	It is recommended that affordable housing should be provided to reflect the needs of all equality groups.

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
		enhancing local centres and public transport will benefit all especially those without access to a car especially the young, old, disabled and those on lower incomes. POSITIVE IMPACTS		
SC6: North Swindon Communities	All Equality Groups, in particular Age (young people)	Improving and enhancing the District Centre and the library will benefit all and improve services and accessibility for the local population. Improving Moulden Hill and maintaining a walkable neighbourhood will encourage a healthier lifestyle and benefit all of the population. However the walkable neighbourhood will need to be designed so all can use and not exclude those with disabilities. Providing activities for the young and improving access to the GWH will improve the health and well-being of residents. However providing activities for the young may be excluding groups. POSITIVE IMPACTS & OPPORTUNITY TO PROVIDE FURTHER BENEFITS	3 4 5 6 8	It is recommended that activities should be provided for all equality groups. The priority of maintaining a walkable neighbourhood could provide further benefits by including “accessible for all”. This policy should be amended to reflect these issues.
SC7: North Central Swindon Communities	All Equality Groups	Improving and enhancing shopping facilities, community facilities and public transport will benefit all especially those without access to a car especially the young, old, disabled and low incomes groups. Affordable housing will benefit those equality groups in need. Improving green spaces, providing information about food production and activities will encourage a healthier lifestyle and benefit all of the population. POSITIVE IMPACTS	3 4 5 6 8	It is recommended that activities should be provided for all equality groups.
SC8: South Swindon Communities	All Equality Groups	Improving and enhancing community facilities and Old Town Centre will benefit all especially those without access to a car, the young, old, disabled and low incomes groups. Providing activities for the young	3 4 5 6 8	It is recommended that activities should be provided for all

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
		will improve the health and well-being of the young however providing activities for the young may be excluding groups. Improving green spaces, Coate Water Park and activities will encourage a healthier lifestyle and benefit all of the population. However providing activities for the young may be excluding groups. POSITIVE IMPACTS		equality groups.
SC9: West Swindon Communities	All Equality Groups	Improving and enhancing the library, Link centre, Shaw Ridge, District Centre and public transport will benefit all and improve services and accessibility for the local population. Improving green spaces, pathways and cycleways will encourage a healthier lifestyle and benefit all of the population. Providing activities for the young will improve the health and well-being of the young however providing activities for the young may be excluding groups. POSITIVE IMPACTS	3 4 5 6 8	It is recommended that activities should be provided for all equality groups
NC1: Swindon's New Communities	All Equality Groups	Timely delivery of infrastructure is essential as to ensure sectors of the community are not socially excluded. Comprehensive design codes and frameworks will need to ensure master plans reflect the needs of all of the population including equality groups. POSITIVE IMPACTS	5 6	No action required. This assessment has highlighted that Masterplans and Design Codes will need to reflect the needs of all of the population including equality groups

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
NC2: Wichelstowe	All Equality Groups in particular age (young people) & race	<p>Providing a mix of affordable homes will provide for a variety of needs thus benefiting those on lower incomes. To maximise the benefits and promote social inclusion, the location of local centres will need to provide accessibility for all. Provision of education will benefit the young. Providing buildings which the community can use is encouraging social inclusion. It also provides for the needs of religious groups by providing a place for worship. Provision of a walking and cycling network will provide opportunities for physical activity and provide access for those who do not have access to a car. Integration with the existing community is essential as so all of the population can benefit from the new facilities.</p> <p>POSITIVE IMPACTS</p>	3 4 5 6 9	No action is required
NC3: Commonhead	All Equality Groups in particular age (young people)	<p>Providing a mix of affordable homes will provide for a variety of needs thus benefiting those on lower incomes. To maximise the benefits and promote social inclusion, the location of the local centre will need to provide accessibility for all. Provision of education will benefit the young. Provision of a walking and cycling network, protection of Coate Water, development of green infrastructure and provision of sport and leisure facilities will provide many opportunities for physical activity for all ages.</p> <p>Walking and cycling links and provision of public transport will provide access to services and facilities for those who do not have access to a car. Safeguarding land for future expansion of the Great Western Hospital will provide further health services and hopefully meet the growing demand.</p> <p>Integration with the existing community is essential as so all of the population can benefit from the new facilities.</p> <p>POSITIVE IMPACTS</p>	3 4 5 6	No action required.

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
NC4: Proposed Eastern Villages	All Equality Groups in particular age (young people) & Disability	<p>The provision of housing will need to incorporate a mix of affordable housing as to meet the needs of those on lower incomes. To maximise the benefits and promote social inclusion, the location of local centres will need to provide accessibility for all. Providing buildings which the community can use is encouraging social inclusion. It also provides for the needs of religious groups by providing a place for worship. The large amount of employment land and district centre will provide a variety of employment opportunities however the location will need to be accessible for all. The provision of a range of education will benefit the young and those with disabilities. Better transport links will improve accessibility. Minimising flood risk will benefit all of the population particular those who are vulnerable. Integration with the existing community is essential as so all of the population can benefit from the new facilities.</p> <p>POSITIVE IMPACTS & UNCERTAIN IMPACTS</p>	3 4 5 6 9	No action required. Some impacts can not be determined due to the size of the Eastern Villages thus exact locations are not stated for various land uses thus any further work will require a DIA.
NC5: Tadpole Farm	All Equality Groups	<p>The provision of housing will need to incorporate a mix of affordable housing as to meet the needs of those on lower incomes. To maximise the benefits and promote social inclusion, the location of the local centre will need to provide accessibility for all. Minimising flood risk will benefit all of the population particular those who are vulnerable. Better transport links will improve accessibility. Provision of education will benefit the young. Improvements' to walking connections, cycling network, development of green infrastructure and provision of sport and leisure facilities will provide many opportunities for physical activity for all ages. Integration with the existing community is essential as so all of the population can benefit from the new facilities.</p> <p>POSITIVE IMPACTS & NEGATIVE IMPACTS DUE TO OMISSIONS</p>	3 4 5 6	No action required

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
RA1: Higworth and Wroughton	All Equality Groups	Involving the community in setting the local agenda is promoting social inclusion and enabling the community to participate and have an influence upon what happens in their community. Ensuring and focusing facilities and shops in the centres is maximising the most accessible location for all. Supporting a range of local economic opportunities is providing a variety of employment opportunities. Provision of sport and play facilities is encouraging more physical activity thus improving health and well-being. Providing facilities for the young is beneficial however may be excluding other equality groups. Strengthening transport link will provide positive benefits in particular improved links to the GWH. POSITIVE IMPACTS	3 4 5 6	No action required
RA2: South Marston	All Equality Groups	Providing community and recreational facilities and retail provision will provide benefits for the local population and improve access to such facilities. Provision of education will benefit the young. Minimising flood risk will benefit all of the population particular those who are vulnerable. POSITIVE IMPACTS	3 5 6 8	No action required
RA3: Small Settlements & the Countryside	All Equality Groups	Involving the community in settling the local agenda is promoting social inclusion and enabling the community to participate and have an influence upon what happens in their community. Provision of affordable housing will benefit those equality groups in need especially those on lower incomes. Supporting rural transport initiatives and strengthening links by sustainable modes of transport will increase access for all. Retaining local facilities will ensure local services and facilities are provided for rural communities. Supporting a range of local economic opportunities is providing a variety of employment opportunities.	3 4 5 6	No action required

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
		POSITIVE IMPACTS		
DEVELOPMENT MANAGEMENT POLICIES				
DMP1: High Quality Design	All Equality Groups in particular the disabled.	Ensuring development respects key design principles especially inclusiveness will ensure the built environment is accessible for all including those with disabilities. It will also ensure the built environment is safe and secure as to reduce fear of crime which will reduce social exclusion. POSITIVE IMPACTS	2 5 6	No action required
DMP2: Energy & Sustainable Construction	All Equality Groups	Implementing sustainable design and construction will improve cost of living in the long-term however short-term costs may impact on equality groups as the cost of housing may increase. Sustainable design & construction should be implemented alongside achieving access for all as to not create physical barriers. The Code for Sustainable Homes will bring forward 'Lifetime Home' requirements which will ensure that homes are flexible enough to meet the existing and changing needs of most households from young families to older people and those with temporary or permanent physical impairments. POSITIVE IMPACTS & UNCERTAIN IMPACT	3 5	No action required. This assessment has highlighted the possible cost implications of sustainable design and construction upon lower income groups however the extent of the impact is uncertain.
DMP3: Flood Risk	All Equality Groups	The effects of flooding impact the whole of the population however the after effects can effect equality groups such as those on low incomes, the old and disabled more than other sectors of the population due to their vulnerability. Therefore this policy will provide benefits for all. POSITIVE BENEFITS	5 6	No action required

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
DMP4: Infrastructure Needs Arising from Development	All Equality Groups	Timely delivery of infrastructure is essential as to ensure sectors of the community are not socially excluded. Mitigating the impact of development on infrastructure and addressing cumulative impacts will ensure the appropriate infrastructure is in place to meet the needs of the existing and new communities. POSITIVE BENEFITS	3 4 5 6	No action required. A Developer Contributions SPD will provide a more detailed framework for delivering infrastructure need and developer contributions however the principle has been assessed through this assessment thus the SPD will not a DIA.
DMP5: Key Employment Sites	All Equality Groups	This policy ensures the development of B-Class Uses will be encouraged within existing and accessible employment areas. Thus further employment opportunities will be located within accessible areas. POSITIVE BENEFITS	5 6	No action required.
DMP6: Employment Development Proposals	All Equality Groups	The Central Area is the most accessible location for office development for all transport modes thus will provide employment opportunities for all. The sequential approach to site selection prefers sites which are accessible by public transport than other sites which will, again, provide employment opportunities for all. POSITIVE BENEFITS	5 6	No action required.

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
DMP7: Affordable Homes & Wheelchair Accessible Housing	All Equality Groups (in particular age, disabled and those on lower incomes)	The Government's key housing policy goal is to ensure that everyone has the opportunity of living in a decent home which they can afford in a community where they want to live. DMP7 will ensure a choice of affordable homes to address the requirements of the community. Dwellings built to wheelchair housing standards will ensure that there is a housing stock to meet the diverse and changing needs of wheelchair users and the multiplicity of impairments that some wheelchair users experience. POSITIVE BENEFITS	5 6	No action required.
DMP8: Subdivision of Dwellings & Larger Houses in Multiple Occupation	All Equality Groups (in particular those on lower incomes)	This policy will ensure a better environment and accommodation of HMOs thus benefitting those on lower incomes in need of this type of accommodation. POSITIVE IMPACTS	5 6	No action required
DMP9: Self-Build Housing	N/A	This policy does not have any key impacts upon the equality groups. NO IMPACT	N/A	No action required
DMP10: Transport Requirements	All Equality Groups	Promoting equality of opportunity and access to services through a number of sustainable travel choices will benefit all equality groups in particular those on lower incomes and with disabilities. Better public transport and safer transport connections and routes will provide a better standard of living for all equality groups however there needs to be a balance for providing for all transport modes as various equality groups rely on various methods. The parking levels and standards should also include disabled parking. POSITIVE IMPACTS	3 4 5 6 7	No action required. It is recommended that parking levels and standards should be amended to include disabled parking.

Policy	Who will Benefit? (Equality Groups)	Key Impacts	Does it meet the Equality Dimensions?	Action
DMP11: Green Infrastructure	All Equality Groups	Green infrastructure will provide a range of benefits for all groups including health and well-being, community cohesion, social inclusion, personal development and civic pride. POSITIVE IMPACTS	1 3 5	No action required
DMP12: Community Facilities	All Equality Groups	This policy ensures the provision of community facilities will be accessible for all and promotes social inclusion. Co-locating facilities will provide a range of facilities and services in one accessible location. POSITIVE IMPACTS	3 4 5 6	No action required
DMP13: Centres	All Equality Groups	This policy ensures the provision of services and facilities will be provided within existing or new accessible locations promoting social inclusion. Co-locating facilities at existing centres will provide a range of facilities and services in one accessible location. POSITIVE IMPACTS	3 4 5 6 8	No action required
DMP14: Historic Assets	All Equality Groups	Protecting and enhancing heritage assets will provide a range of benefits for all groups including health and well-being, community cohesion, social inclusion, and a sense of pride. POSITIVE IMPACTS	5 6	No action required