

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section one

No.	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Cabinet approval of the 2025/26 Local Transport Plan Capital Maintenance Programme.
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>The report seeks approval for the adoption of the Local Transport Plan Annual Implementation Plan for 2025/26 and for the Local Transport Plan Capital Maintenance Programme budget apportionment for 2025/26.</p> <p>The Local Transport Plan Annual Implementation Plan has a key role in delivering the Swindon Plan Mission to Build a Better Swindon through efficient use of funding to maintain roads and pavements, bridges and structures, street lights, traffic signals and rights of way.</p> <p>The Plan is the delivery mechanism for the Council's policies on highway maintenance.</p>
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	Everyone who uses the public highway in Swindon either as a resident or visitor, private individual or business – pedestrians, cyclists, drivers and vehicles passengers, bus users.
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	The Local Transport Plan document was subject to formal public consultation. The Highway Infrastructure Asset Management Policies and Strategies were also subject to consultation prior to adoption.

1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Each of the asset classes carries out regular monitoring and reporting on condition – and the impact of maintenance funding in relation to the backlog of required works. This includes, for example, regular reporting on the number of potholes repaired by the Council team.
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Section two – protected characteristics

Protected characteristic group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (for example, adjustment to the proposal)
Disability	Positive	Disabled and frail older pedestrians will benefit from increased maintenance of footways as they are vulnerable road users – more likely to be impacted by poor footway conditions.	n/a
Gender reassignment	Neutral		n/a
Marriage or civil partnership	Neutral		n/a
Pregnancy and maternity	Neutral		n/a
Race	Positive	Some race groups may benefit from increased maintenance of streetlights as they may be concerned	n/a

		about personal safety at night.	
Religion or belief	Positive	Some race or belief groups may benefit from increased maintenance of streetlights as they may be concerned about personal safety at night.	n/a
Sexual orientation	Neutral		n/a
Sex (gender)	Positive	Female pedestrians will benefit from increased maintenance of streetlights as they may be concerned about personal safety at night.	n/a
Age	Positive	Children and frail older pedestrians will benefit from increased maintenance of footways as they are vulnerable road users – more likely to be impacted by poor footway conditions.	n/a
Children in care and care leavers	Neutral		n/a

Section three – evaluation

No.	Question	Explanation/justification
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3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No evidence that this would happen as a result of implementing the LTP highway maintenance programme for 2025/26.
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No.	Final Decision	Tick the relevant box	Include any explanation / justification required
1	No barriers identified, therefore activity will proceed	X	By maintaining and improving the condition of highway assets impacts are likely to be positive for vulnerable road users such as pedestrian and cyclists eg through improved street lighting and fewer hazards such as potholes. No negative impacts identified.
2	Stop at some point because the data shows bias towards one or more groups		
3	Adapt or change the event in a way which you think will eliminate the bias		
4	Barriers and impact have been identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (for example, in extreme cases or where positive action is taken). Therefore, proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision		

Section four – record keeping

Question	Response
Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers):	Yes
Date completed	18/02/2025
Review date (if applicable)	

Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Philip Martlew	18/02/2025

Question	Response
Names and roles of people involved in the consideration of impact	Ben Staite, Transport Planner

Question	Response	Date signed
Name of Director signing EqIA	Steve Iles	18/02/2025