

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	Regulation 18 Draft Swindon 2043 Local Plan
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>The draft Local Plan aims to set the development vision for Swindon Borough over the next 18-30 years (with 2043 being the end of the technical Plan period, but with a longer term vision in place to 2055). The draft Local Plan has a number of objectives, heavily linked to the Swindon Plan's 'Better, Fairer, Greener' missions. The objectives include:</p> <ul style="list-style-type: none"> • Rejuvenating Swindon Town Centre • Enhancing a sense of belonging in Swindon • Providing the right homes for all • Creating a more prosperous Swindon with a resilient economy • Improving connectivity in and around Swindon, particularly to and from the Town Centre • Working towards Net Zero • Improved health and wellbeing
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	Swindon residents, business owners, employees/workers, developers and other stakeholders with a development interest in Swindon.

1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	<p>Several rounds of consultation took place as part of the previous Local Plan Review. Whilst not taken forward, the feedback has still helped inform the direction and priorities of this draft Local Plan.</p> <p>Initial, informal engagement on the strategic direction proposed in this draft Plan has taken place with Parish Councils. Developers and landowners have also been involved via the Call for Sites process and to support work on viability. Further engagement with a wide array of stakeholders will take place as part of the formal consultation process.</p> <p>Engagement has also taken place with statutory stakeholders including (but not limited to) neighbouring authorities; Network Rail; local bus companies; Great Western Hospital; Bath and North East Somerset, Swindon and Wiltshire ICB; and Thames Water. Internally, various Council teams have been engaged in the Local Plan process including (but not limited to) placemaking/economic development, housing, sustainability, education, health, adults commissioning</p>
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>Monitoring of the Local Plan will take place via the Authority Monitoring Report which will monitor the Key Performance Indicators set out in Appendix 4 of the draft Local Plan, thus assessing whether the policy intentions are being met. Local Plans are also required to be reviewed at least every 5 years.</p>

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	The policies in the Draft Local Plan place emphasis on accessibility via	N/A

		inclusive design and set requirements for wheelchair accessible housing.	
Gender reassignment	Neutral		N/A
Marriage or civil partnership	Neutral		N/A
Pregnancy and maternity	Neutral		N/A
Race	Positive	The draft Local Plan places and emphasis on inclusivity and fairness across its policies. This includes allocating provision for Gypsy and Traveller sites.	N/A
Religion or belief	Neutral		N/A
Sexual orientation	Neutral		N/A
Sex (gender)	Positive	The draft Local Plan emphasis a need for inclusive design, including enhancing connectivity and designing with safety in mind.	N/A
Age	Positive	The draft Local Plan encourages inclusive design which includes meeting the needs of young people and the elderly. The Plan also	N/A

		contains policies on playspaces and community infrastructure, as well as setting requirements for accessible housing.	
Children in care and care leavers	Positive	The draft Local Plan aims to reduce disadvantage and to increase opportunities and access to jobs and affordable housing.	N/A

Section three – evaluation

No.	Question	Explanation/justification
3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	It is not expected that the proposals for the draft Local Plan would discriminate or unfairly disadvantage people. The draft Plan as a whole seeks to encourage inclusivity, accessibility and fairness.

No.	Final Decision	Tick the relevant box	Include any explanation / justification required
1	No barriers identified, therefore activity will proceed		It is not anticipated that the draft Local Plan as a whole would cause discrimination or unfairly disadvantage people. The overall emphasis is to ensure a fairer, better and greener Swindon (in line with the missions of the Swindon Plan), with inclusivity, accessibility and fairness at the heart of this.

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	24 June 2025
Review date (if applicable)	

Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Jen Belford	24 June 2025

Question	Response
Names and roles of people involved in the consideration of impact	An EqIA has also been undertaken as part of the Local Plan Sustainability Appraisal, prepared by our consultants, Aecom. Various internal teams have also been engaged in the Plan process including Education, Health, Adults Commissioning, sustainability and Placemaking/Economic Development.

Question	Response	Date signed
Name of Director signing EqIA	Richard Bell	25 June 2025