

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	Creating Local Homes for Swindon's Children
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	A Children's residential home for 11-18-year-olds. This will involve the purchase a new build property, work with the housing developer on the renovation of the property and a full tender to providers to run the home and provide support.
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	All wards
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	<ul style="list-style-type: none"> - Case studies of Residential Children's Homes in other LAs have been explored. - Consultation with Finance has been key in identifying the most beneficial target group for the Council. - Consultation with Property and Assets has been key in proposed working with the Joint Venture partnership in Housing. - Consultation with Legal and Procurement. - Approved at Capital and Assets Board by JC & the board.

1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	This project/report was presented at the February Cabinet, which it was approved to progress. The report is now returning to September's Cabinet after scoping out the project, another round of pre-market engagement and exploration/scrutiny of model from a financial perspective. The decision goes to Cllr Dixon & Cllr Small to approve.
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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	Yes - positive	Working and providing a home for children with different needs.	
Gender reassignment			
Marriage or civil partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sexual orientation			

Sex (gender)			
Age			
Children in care and care leavers	Positive impact on the young people placed in the home. Long term saving at the 11-18 age group.	Somerset CC – example of a strategic partnership with residential children’s homes. A number of visits to provider run homes. Data – analysis of children with low/medium needs, out of borough and able to return back to Swindon.	

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?	No

No.	Final Decision	Tick the relevant box	Include any explanation / justification required
1	No barriers identified, therefore activity will proceed		

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	01/08/2025
Review date (if applicable)	

Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Dave Chapple	05/02/2025

Question	Response
Names and roles of people involved in the consideration of impact	Dorne Kanareck – Head of Children’s Commissioning Seth Harris-White – Director of Corporate Parenting Clare Deards – Corporate Director of People Paul Dixon – Councillor & Cabinet Member for CS Paul Smith – Head of Finance (\$151)

Question	Response	Date signed
Name of Director signing EqIA	Seth Harris-White	05/02/2025