

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 16 Draft Chiseldon Neighbourhood Development Plan
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>The Chiseldon Neighbourhood Plan seeks to provide a locally-driven framework for guiding sustainable development within the parish. The plan aims to empower the local community to shape the growth, character, and future of Chiseldon in a way that reflects the priorities its residents.</p> <p>Aims:</p> <p>To shape local development in line with community needs and aspirations, ensuring new growth is sensitive to the rural character and heritage of Chiseldon.</p> <p>To protect and enhance the natural and built environment, including green spaces, heritage assets, and landscape character of the area.</p> <p>To influence local decision-making by providing a statutory framework that guides planning applications and future development in the parish.</p> <p>Objectives:</p> <p>Environment and Landscape: Preserve key views, green spaces, and biodiversity through policies that safeguard the natural environment and mitigate the impact of development.</p> <p>Design and Heritage: Promote high-quality, context-sensitive design that respects local character.</p>

		<p>Community Infrastructure: Enhance access to essential services and facilities such as schools, healthcare, public transport, and recreation spaces to support an inclusive community.</p> <p>Transport and Connectivity: Improve pedestrian and cycle routes, manage traffic impacts, and support sustainable transport options to ensure safe and accessible movement throughout the parish.</p>
1.3	<p>Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)</p>	<p>Chiseldon residents, business owners, employees/workers, developers and other stakeholders with a development interest in Chiseldon.</p>
1.4	<p>What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)</p>	<p>Two rounds of consultation have been undertaken to bring the Chiseldon Neighbourhood Plan to this Reg 16 Submission Draft stage.</p> <p>The first round of consultation (Regulation 14) pre-submission consultation is where the draft neighbourhood plan is shared with local residents, businesses, and stakeholders for feedback. This stage is led by the neighbourhood planning group or parish council and typically lasts at least six weeks, allowing the community to shape the final content of the plan. In-person events were held in addition to inviting written representations, including an initial visioning event.</p> <p>Regulation 16 is the formal submission consultation carried out by the local planning authority after the plan has been revised. At this stage, the plan is published for a further six-week consultation, inviting representations before it is submitted for independent examination.</p>

		Engagement at both stages has 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 Neighbourhood Plan making process including (but not limited to) placemaking/economic development and transport.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Monitoring of the Neighbourhood Plan will take place via the Authority Monitoring Report .


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 Chiseldon Neighbourhood Plan place emphasis on accessibility via inclusive design and set requirements for wheelchair accessible housing.	N/A
Gender reassignment	Neutral		N/A
Marriage or civil partnership	Neutral		N/A

Pregnancy and maternity	Neutral		N/A
Race	Neutral		N/A
Religion or belief	Neutral		N/A
Sexual orientation	Neutral		N/A
Sex (gender)	Neutral		N/A
Age	Positive	The Draft Chiseldon Neighbourhood Plan encourages inclusive design which includes meeting the needs of young people and the elderly. The Plan also contains policies on play spaces and community infrastructure, as well as setting requirements for accessible housing.	N/A
Children in care and care leavers	Positive	The draft Chiseldon Neighbourhood 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 Chiseldon Neighbourhood 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 Chiseldon Neighbourhood 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		
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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	5 th August 2025
Review date (if applicable)	

Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Toby Voak	24 June 2025

Question	Response
Names and roles of people involved in the consideration of impact	Toby Voak- Planning Policy Officer Jen Belford – Interim Planning Policy Manager

Question	Response	Date signed
Name of Director signing EqIA		