

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	Swindon Skills Strategy 2025 - 2030
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>The strategy outlines the overall vision 'Skills Swindon aims to bring key stakeholders together such as employers, training providers, schools, colleges, universities, voluntary sector, residents and young people to ensure young people and adults have the skills they need to succeed and employers have the pipeline of skills to thrive.'</p> <p>There are 5 Strategic Aims</p> <ul style="list-style-type: none"> <input type="checkbox"/> Improve access to employment and skills information, advice, guidance and support so that more residents can take up education/training and access employment. <input type="checkbox"/> Build a fairer Swindon by reducing inequality and ensuring the local education and skills offer is more inclusive. <input type="checkbox"/> Ensure young people have the skills to succeed in learning and employment and to realise their aspirations. <input type="checkbox"/> Work with employers to increase our collective understanding of employment opportunities in Swindon, trends, skills gaps and agree a plan to move forward. <input type="checkbox"/> Develop our skills and employment solutions in partnership with employers, skills providers, other key stakeholders and our residents to ensure it has the right offer, delivered in the right way for Swindon. <p>The vision and strategic aims have been co-produced through extensive engagement with SBC colleagues, residents including young people and parents and stakeholders. Engagement activity led to input from over 100 residents, over 275 stakeholders, over 120 young people and over 40 employers. The final copy of the strategy will be subject to the appropriate level of corporate and political scrutiny before being approved for publication.</p>

<p>1.3</p>	<p>Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)</p>	<p>The Swindon Skills Strategy 2025-2030 sets out the strategic skills and employment priorities for Swindon and will be delivered in partnership with a number of key stakeholders.</p> <p>The strategy has been shaped by;</p> <p>The information gained from the engagement sessions with residents and stakeholders</p> <ul style="list-style-type: none"> • What we know about levels of employment and skills at the moment • National and local evidence re the barriers and issues facing residents • The Council Plan • The Swindon and Wiltshire Economic Strategy • The Health and Wellbeing Strategy • The Joint Strategic Needs Assessment • Government policy, Get Britain Working White Paper and Skills England in particular <p>This is an all age strategy and the aim is that improved access to employment and skills will affect all residents including employees.</p> <p>The work of the strategy will target those who are not currently accessing employment, those who want to access skills provision or up-skills or re-skill. The strategy will target those residents who are particularly disadvantaged in terms of skills and employment, for example young people, residents from certain areas of Swindon.</p> <p>The strategy will also impact on organisations that deliver services to residents. It is proposed that a strategic stakeholder board will be set up to oversee the delivery and monitoring of the strategy and will develop a 3-year action plan.</p>
<p>1.4</p>	<p>What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)</p>	<p>The Skills Strategy 2025-2030 was subject to public, staff, partner and stakeholder co-production over a 3-month period. The young people led organisation WAY was commissioned to carry out a piece of work to engage with 50 young people and the report is available as an Appendix to the strategy.</p> <p>Engagement activity led to input from over 100 residents, over 275 stakeholders, over 120 young people and over 40 employers.</p> <p>The strategy clearly summarises the key themes arising from the co-production engagement sessions and the resulting strategic aims.</p>

1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	It is proposed that a Strategic Stakeholder Board will be set up to oversee the implementation of the strategy and set out a 3-year Action Plan. The strategy outlines the purpose of the group and what it will achieve.
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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	The impact is neutral	The Skills Strategy will have a positive impact on residents in Swindon accessing skills and employment. The Strategy will support and monitor its impact and its impact on groups of residents who are most in needs of support to access skills and employment and may be adversely affected. Through robust monitoring and evaluation processes, we will work with key stakeholders to report on the outcomes for residents with protected characteristics where possible.	NA
Gender reassignment	The impact is neutral	As above.	NA

Marriage or civil partnership	The impact is neutral	As above.	NA
Pregnancy and maternity	The impact is neutral	As above.	NA
Race	The impact is neutral	As above.	NA
Religion or belief	The impact is neutral	As above.	NA
Sexual orientation	The impact is neutral	As above.	NA
Sex (gender)	The impact is neutral	As above.	NA
Age	The impact is neutral	As above.	NA
Children in care and care leavers	The impact is neutral	As above.	NA

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?	The strategy has been developed based on what residents and stakeholders engaged with have indicated needs to be addressed to reduce inequality in the system.

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, published alongside the strategy
Date completed	31 st July 2025
Review date (if applicable)	

Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Sally Burnett	31 st July 2025

Question	Response
Names and roles of people involved in the consideration of impact	Sally Burnett, Head of Skills & Employment Skills Strategy Internal Task and Finish Group

Question	Response	Date signed
Name of Director signing EqIA	Helena Robinson	18.08.2025