

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 an update to the Swindon Local Cycling and Walking Infrastructure Plan
c	Summary of aims and objectives of the policy/decision/service/project/programme	The report seeks approval for the first review of the update of the Swindon Local Cycling and Walking Infrastructure Plan, with engagement due to be undertaken in autumn 2025. Swindon Borough Council developed a borough-wide Local Cycling and Walking Infrastructure Plan, which underwent public consultation in autumn 2021 following approval from Cabinet. This plan was formally adopted in 2022. The Local Cycling and Walking Infrastructure Plan focuses principally on improving the strategic cycle and walking network in the Swindon urban area. The intended outcomes are: - improving the cycling network to reduce the propensity to travel by private vehicle and increase active travel, by walking and cycling; - identifying and prioritising walking infrastructure opportunities to increase the number of walking trips to local destinations; - ensuring new development complements and connects to the existing and planned walking and cycling network

1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	Everyone who uses the cycling and walking network in Swindon either as a resident or visitor, private individual or business – pedestrians, cyclists
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	The update of the Local Cycling and Walking Infrastructure Plan would be subject to a formal public consultation, due in autumn 2025, prior to adoption.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The lifetime of the Local Cycling and Walking Infrastructure Plan is due to run for ten years however it will be subject to regular reviews. Once a cycling and walking enhancement scheme is complete, there will be a programme of regular monitoring to assess the outcomes of the upgrade.

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	Enhancements to the walking and cycling network in the borough of Swindon will ensure accessibility issues are designed into any route upgrades to enable the network is accessible as possible. Government guidance has been revised (under Local Transport Note LTN 1/20), which	n/a

		places a greater emphasis on inclusive design and accessibility, including separation between cyclists and pedestrians.	
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 any enhancements to routes which introduce lighting as they may be concerned about personal safety at night.	n/a
Religion or belief	Positive	Some race or belief groups may benefit from enhancements any to routes which introduce lighting 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 any enhancements to	n/a

		routes which introduce lighting as they may be concerned about personal safety at night.	
Age	Positive	Improvements to walking and cycling infrastructure and routes in the borough will enhance routes more accessible to older people and create a safer environment for children and the young families.	n/a
Children in care and care leavers	Neutral		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?	There are no indicators to suggest this outcome would arise through the delivery of improvements to the local cycling and walking infrastructure under the updating of the Swindon Local Cycling and Walking Infrastructure Plan would lead to this outcome.

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

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	30/07/2025
Review date (if applicable)	

Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	Ben Staite	30/07/2025

Question	Response
Names and roles of people involved in the consideration of impact	

Question	Response	Date signed
Name of Director signing EqIA	Cris Bulter	05/09/2025