

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	<p>Name of policy/decision/service/project/programme being assessed</p>	<p>This Equality Impact Assessment (EqIA) considers the introduction of White Ribbon accreditation and mandatory Violence Against Women and Girls (VAWG) awareness training for all Swindon Borough Council officers.</p> <p>The initiative supports the Council’s commitment to building a fairer and safer Swindon by strengthening workforce confidence, improving early identification of abuse, and promoting a culture of respect and zero tolerance to violence and misogyny.</p> <p>The assessment identifies an overall positive equality impact, particularly for:</p> <ul style="list-style-type: none"> Women and girls, who are disproportionately affected by domestic abuse and violence Disabled individuals and vulnerable adults Children and young people exposed to domestic abuse Communities experiencing poverty and socio-economic disadvantage <p>The training is inclusive and recognises the experiences of male victims, LGBTQ+ individuals, and people from diverse cultural backgrounds. No negative or discriminatory impacts have been identified.</p> <p>Mitigations have been built to ensure accessibility, inclusive delivery, and ongoing monitoring of impact. The proposal is preventative, proportionate, and designed to strengthen safeguarding practice across all services.</p> <p>The EqIA concludes that the proposal supports the Public Sector Equality Duty by:</p> <ul style="list-style-type: none"> Eliminating discrimination Advancing equality of opportunity Fostering good relations between different groups <p>No barriers to implementation have been identified.</p> <p>This proposal supports the Council’s statutory responsibilities under the Equality Act 2010 and the Public Sector Equality Duty to eliminate discrimination,</p>

		advance equality of opportunity, and foster good relations.
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>White Ribbon accreditation and mandatory training will:</p> <ul style="list-style-type: none"> - Equip all SBC officers to recognise early signs of abuse and vulnerability <ul style="list-style-type: none"> - Improve early identification and signposting to support services - Promote a culture of safety, respect and zero tolerance to violence and misogyny - Support a 'tell us once' approach by improving staff understanding of pathways - Strengthen safeguarding practice across all services <p>This is a preventative and culture-changing initiative designed to improve outcomes for victims, survivors and communities.</p>
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	<p>Primary impact:</p> <ul style="list-style-type: none"> - All SBC officers (mandatory training) <p>Secondary impact :</p> <p>Residents accessing council services Victims/survivors of domestic abuse and VAWG Women and girls across Swindon Men and boys affected by domestic abuse Children exposed to domestic abuse Partner agencies working with SBC</p>
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	<p>Cabinet Member Advisory Group discussion and agreement Internal safeguarding leads input HR and Workforce Development involvement Reference to national VAWG strategy and White Ribbon framework Learning from domestic abuse partnership work in Swindon</p> <p>Future engagement planned: Staff feedback following training rollout Partnership steering group oversight</p>

1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>Three year accreditation framework with internal strategic lead and steering group.</p> <p>Impact will be monitored through: 3-year White Ribbon accreditation framework internal VAWG strategic lead and multi-agency steering group Training completion rates across directorates Staff confidence surveys pre/post training Safeguarding referral quality and awareness indicators Feedback from domestic abuse partners</p> <p>Annual review will assess cultural impact and workforce confidence.</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	Neutral unless officer is female, then it is a positive impact.	Reason: Disabled women experience higher risk of domestic abuse. Training improves recognition and response.	Mitigation: Ensure training is accessible (captions, accessible formats, neurodiverse-friendly delivery).
Gender reassignment	Positive	Reason: Trans individuals experience increased harassment and abuse. Training promotes inclusive responses.	Mitigation: Include inclusive language and diverse victim experiences.
Marriage or civil partnership	Neutral unless officer is female, then it is a positive impact.	Reason: Training applies equally to all staff; may indirectly improve awareness of abuse within relationships.	

Pregnancy and maternity	Positive	Reason: Pregnancy is a known escalation point for domestic abuse risk. Increased workforce awareness supports early identification.	
Race	Neutral unless officer is female, then it is a positive impact.	Reason: Some communities face barriers to accessing support. Cultural awareness improves accessibility.	Mitigation: Ensure culturally competent content included.
Religion or belief	Neutral unless officer is female, then it is a positive impact.	Reason: Training supports respectful and culturally sensitive responses and awareness of hidden harms	
Sexual orientation	Neutral unless officer is female, then it is a positive impact.	Reason: Domestic abuse occurs in same-sex relationships; improves recognition and support.	
Sex (gender)	Positive	Reason: VAWG disproportionately affects women and girls. Training also recognises male victims and promotes inclusive safeguarding.	
Age	Neutral unless officer is female, then it is a positive impact.	Reason: Younger and older victims face barriers to disclosure. Training improves safeguarding awareness.	

<p>Children in care and care leavers</p>	<p>Neutral unless officer is female, then it is a positive impact.</p>	<p>Reason: Higher vulnerability to exploitation and abusive relationships.</p> <p>Improved staff awareness supports earlier intervention.</p>	
<p>Additional Equality Consideration – Poverty & Deprivation</p>	<p>Impact: Positive</p>	<p>Reason Evidence consistently shows that individuals and families experiencing socio-economic disadvantage are at increased risk of domestic abuse and face greater barriers when seeking support, including:</p> <ul style="list-style-type: none"> Financial dependence on perpetrators Housing insecurity Limited access to transport <p>Digital exclusion - Reduced awareness of available services</p> <p>In Swindon, areas of higher deprivation can experience increased vulnerability to harm, and improving workforce awareness through White</p>	<p>Training will include awareness of financial control and economic abuse</p> <p>Staff will be supported to signpost residents to housing, financial and safeguarding support services</p> <p>Encourage trauma-informed and poverty-aware practice across all services</p> <p>Monitor whether awareness improves earlier identification of vulnerability linked to deprivation</p>

		Ribbon accreditation and VAWG training will strengthen early identification, safeguarding responses, and appropriate signposting to support	
--	--	---	--

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?	Increasing the profile of violence against women and girls does not discriminate or unfairly disadvantage males. The proposed accreditation and training will upskill the workforce to be able to appropriately manage their own attitudes to ensure they are not indirectly or directly engaging in prejudice or discriminatory behaviour towards female colleagues.

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	13/02/2026
Review date (if applicable)	

Change log

Name	Date	Version	Change made

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA		

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

Question	Response	Date signed
Name of Director signing EqIA		