

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. Don't 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 & Programmes	All, at planning stage

Further information: [Equality Impact Assessments - a users guide](#)

Section One

	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Draft Regulation 19 Swindon Local Plan 2043
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>The Swindon Local Plan 2043 forms a key part of the development plan for the Borough. It looks forward over a twenty-year period to determine a strategy and policy framework to guide development and growth across the area. On adoption, this will replace the Swindon Borough Local Plan 2026.</p> <p>This plan aims to set out how much housing and employment development is required and where this should be located, alongside the necessary infrastructure and services needed to meet the current and future needs of those living and working in the borough. It sets out a series of strategic and non-strategic policies which provide guidance for the determination of planning applications to ensure socially, economically and environmentally sustainable development.</p> <p>The vision and objectives of the Local Plan strongly align with the three missions of the Swindon Plan (2024): to build a fairer, better and greener Swindon. In particular, the Local Plan seeks to contribute to a fairer Swindon by requiring new public realm improvements to enhance accessibility and reduce barriers to use. It includes requirements for high quality and affordable housing that meets a range of needs and provision of essential infrastructure, such as public open space, health and community facilities.</p> <p>This Equality Impact Assessment will consider how the Local Plan could have differential impacts on the protected characteristic groups within the community. The Local Plan has been subject to a Sustainability Appraisal which assesses the social, economic and environmental impacts of the development strategy and individual policies and highlights any potential adverse impacts on equality groups, with the findings considered in this assessment.</p>
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	Swindon residents, business owners, employees, developers and other stakeholders with a development interest in Swindon.
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with	The proposals in the draft Regulation 19 Local Plan have been informed by a range of evidence and data, including technical studies, national policy and guidance and consultation.

	<i>relevant groups and stakeholders)</i>	Swindon Borough Council undertook a Regulation 18 consultation on the emerging Local Plan between 1 st September and 13 th October 2025. Residents, landowners and statutory stakeholders were invited to comment on our proposals and these responses were analysed and published on the Swindon Borough Council website. All representations received have been considered and incorporated into the plan where suitable.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>The next stage of the Local Plan process is the Regulation 19 Publication Stage where the Local Plan intended to be submitted will be published. Consultees are invited to make representations on this version for the consideration of the inspector(s) who will examine the Plan. This is scheduled to commence in Autumn 2026.</p> <p>A Monitoring Framework is being prepared for the draft Regulation 19 Local Plan to set out key performance indicators for each policy. These key performance indicators will be monitored by the Council annually through the Authority Monitoring Report.</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 (e.g. adjustment to the proposal)
Disability	Positive Impact	<p>Policy SD4: Inclusive Design aims to meet a range of specific individual needs, including those with a disability. New and enhanced public spaces, including street and transport infrastructure, should be fully accessible with no barriers to those with impaired mobility.</p> <p>Policy HC4: Accessible Housing requires all new homes to be accessible and adaptable, with a certain number of dwellings required to meet wheelchair user requirements. This includes features such as step free access, specified dimensions for door and corridor widths and designing for future adaptability.</p>	N/A

		<p>Both policies will mitigate barriers and enable older and or disabled residents to live independently.</p> <p>Policy CSE1: Adaptation to Climate Change expects new developments to address the urban heat island effect and reduce the risk of overheating. Through passive measures such as highly reflective surfaces and tight building envelopes, this can protect the most vulnerable to health issues related to overheating.</p> <p>Policy HL1: Health Impact Assessments necessitates major development proposals to submit a health impact assessment (HIA) to fully understand the potential impacts on health and maximise positive outcomes. This should recognise the existing and projected health and wellbeing needs for disabled people and create a positive impact.</p> <p>Policy HC3: Affordable Housing expects all major developments to provide at least 30% affordable homes. The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to be lower socio-economic such as disabled people.</p> <p>Policies ST2: Promoting Sustainable Transport and ST3: Accessibility and Development require all development to be accessible for all users. This includes ensuring safe access to transport options for those with limited mobility.</p>	
Gender Reassignment	Positive Impact	Policies SD1: High Quality Design, SD4: Inclusive Design and ST4: Transport Infrastructure Design prioritises enhancing the safety of public spaces and transport. Through measures such as passive surveillance and lighting strategies, these policies aim to reduce the likelihood of crime and the fear of crime itself. This will have a positive impact on groups that are at higher risk of hate crimes.	N/A

Marriage or Civil Partnership	Neutral	No specific impacts identified.	N/A
Pregnancy and Maternity	Positive Impact	<p>Policy CSE1: Adaptation to Climate Change expects new developments to address the urban heat island effect and reduce the risk of overheating. Through passive measures such as highly reflective surfaces and tight building envelopes, this can protect the most vulnerable to health issues related to overheating.</p> <p>Policy CSE15: Pollution seeks to mitigate any adverse health impacts that development may cause. Developments should improve and enhance the air and water quality to protect the groups most vulnerable to poor air and water quality related health issues.</p>	N/A
Race	Positive Impact	<p>Policy HC9: Gypsy, Traveller and Travelling Showpeople’s Accommodation protects existing authorised sites, sets out criteria for new proposals and allocates new sites for gypsies, travellers and travelling showpeople. This will address accommodation needs and conserve existing pitches and plots, creating positive impacts for Gypsies, Travellers and Show persons.</p> <p>Policy HC3: Affordable Housing expects all major developments to provide at least 30% affordable homes. The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to be lower socio-economic such as BAME groups.</p>	N/A
Religion or Belief	Positive Impact	Policy HL6: Community Facilities supports and protects the provision of accessible and inclusive community facilities designed to be adaptable and respond to changing needs over time. This should support social cohesion and have a positive impact for all groups. This policy	N/A

		<p>supports the delivery of cultural and faith spaces.</p> <p>Policies SD1: High Quality Design, SD4: Inclusive Design and ST4: Transport Infrastructure Design prioritises enhancing the safety of public spaces and transport. Through measures such as passive surveillance and lighting strategies, these policies aim to reduce the likelihood of crime and the fear of crime itself. This will have a positive impact on groups that are at higher risk of hate crimes.</p>	
Sexual Orientation	Positive Impact	<p>Policies SD1: High Quality Design, SD4: Inclusive Design and ST4: Transport Infrastructure Design prioritises enhancing the safety of public spaces and transport. Through measures such as passive surveillance and lighting strategies, these policies aim to reduce the likelihood of crime and the fear of crime itself. This will have a positive impact on groups that are at higher risk of hate crimes.</p>	N/A
Sex (gender)	Positive Impact	<p>Policy HL5: Child Friendly Places and Play require schemes to pay particular attention to the specific needs of women and girls. Developments should prioritise safety and enable socialisation in areas where there is ample passive surveillance and other measures. Furthermore, Policies SD1: High Quality Design, SD4: Inclusive Design and ST4: Transport Infrastructure Design should enhance the safety of public spaces and transport. These policies aim to reduce the risk to and ensure women feel secure in public space.</p>	N/A
Age	Positive Impact	<p>Policy HC5: Specialist Housing aims to support the provision of housing designed to meet the needs of specific groups, including older and vulnerable people. Swindon has an ageing population; therefore, this will have a positive impact on the growing group and address their accommodation needs.</p> <p>Policy CSE15: Pollution seeks to mitigate any adverse health impacts that</p>	N/A

		<p>development may cause. Developments should improve and enhance the air and water quality to protect the groups most vulnerable to poor air and water quality related health issues.</p> <p>Policy HL1: Health Impact Assessments necessitates major development proposals to submit a health impact assessment (HIA) to fully understand the potential impacts on health and maximise positive outcomes. This should support healthier choices for both adults and children in the borough and address health inequalities.</p> <p>Policy HL5: Child Friendly Places and Play require schemes to provide both formal and informal recreation spaces which are engaging, safe, accessible. This will positively impact younger and older children.</p> <p>Policy HC3: Affordable Housing expects all major developments to provide at least 30% affordable homes. The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to be lower socio-economic such as younger and elderly people.</p>	
Children in Care and Care Leavers	Positive Impact	<p>Policy HC5: Specialist Housing aims to support the provision of housing designed to meet the needs of specific groups, such as looked after children.</p> <p>Policy HC3: Affordable Housing expects all major developments to provide at least 30% affordable homes. The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to be lower socio-economic such as children in care and care leavers.</p>	N/A

Section Three- Evaluation

3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	From the evidence presented above, it is not expected that the proposed Regulation 19 Local Plan would discriminate or unfairly disadvantage people. The Local Plan aims to deliver a positive impact for all residents and create places that are inclusive and accessible, where all members of society can benefit and participate equally.
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Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed.	✓	Overall, the Local Plan is expected to have positive or neutral impacts on the protected characteristics groups. As no adverse impacts have been identified, no additional mitigation measures have been proposed, and the Local Plan can continue through the statutory plan-making process.
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 (e.g. 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

Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers:	Yes
Date Completed	19 June 2026
Review date (if applicable)	

Change Log			
Name	Date	Version	Change Made
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Responsibilities			
Name of person leading this EqIA	Jazmine Painter	Date Completed	19/06/2026
Names and roles of people involved in the consideration of impact	Rosalynn Beattie - Principal Planning Policy Officer	Tim Thomas – Lead Planning Policy Officer	
Name of Director signing EqIA	James Coulstock – Corporate Director of Inclusive Economy & Sustainability	Date Signed	19/06/2026