

Swindon Borough Council Diversity Impact Assessment

Place Vision for Swindon 2030 (created 2015)

1 What's it about?

Refer to equality duties

What is the proposal? What outcomes/benefits are you hoping to achieve?

To create a clear vision for Swindon 2030 this will force good decision making about what is important for Swindon.

Who's it for?

This is a vision developed and used by elected councillors, and that will affect all people living, working and visiting Swindon.

How will this proposal meet the equality duties?

Having a clear vision in place will:

- Set a desire that Swindon is a place where unlawful discrimination, harassment and victimisation are eliminated
- Ensure we advance equality of opportunity for all Swindon Citizens
- Bring Swindon communities together to build a better town

What are the barriers to meeting this potential?

Political consistency of approach/response

Maintaining relevance of the vision

Translation of the vision into meaningful action

Acceptance, relevance and priority given by SBC staff

2 Who's using it?

Refer to equality groups

What data/evidence do you have about who is or could be affected (e.g. equality monitoring, customer feedback, current service use, national/regional/local trends)?

The vision will support inclusion of all people from the diversity of Swindon communities. It is supported by a number of priorities and pledges which will have very specific implications for specific communities of interest, including those sharing protected characteristics.

How can you involve your customers in developing the proposal?

The vision has been determined by current political leaders within SBC, but involving partners, staff and community groups. This engagement will continue, not on the content of the vision, but about how to ensure its honest implementation.

Who is missing? Do you need to fill any gaps in your data? (pause DIA if necessary)

No further analysis required at this stage

3 Impact

Refer to dimensions of equality and equality groups

Show consideration of: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation and if appropriate: financial economic status, homelessness, political view

Using the information in parts 1 & 2:

a) Does the proposal create an adverse impact which may affect some groups or individuals? Is it clear what this is? How can this be mitigated or justified?

In itself the vision does not create an adverse impact for any protected characteristic group. However the development and implementation of the priorities and pledges will mean that the Council will target specific areas of work which may create benefit for some groups whilst having a neutral impact for others. We will work to ensure that benefits are transferable where this is possible and that we will bring an equality analysis to the early development of each pledge.

Does further consultation need to be done? How will assumptions made in this assessment be tested?

A timescale for engaging staff, partners and the community about the content of the vision is in place. This

engagement is on-going although the vision will be placed before Cabinet and Council for agreement in September 2015.

4 So what?

[Link to business planning process](#)

What changes have you made in the course of this DIA?

No changes have been made to the Vision in the course of this consideration

What will you do now and what will be included in future planning?

Ensure that an overview of the priorities and pledges is undertaken by 10/7/15 which will highlight where further DIAs need to be undertaken on pledges. This will establish timescales for this work.

How will success be reviewed and measured?

Individual equality and inclusion success measures will be put in place for pledges as they are developed and reviewed

For the record

Name of person leading this DIA Nick Stephenson	Date completed 8 th July 2015
Names of people involved in consideration of impact Sam Mowbray, Gavin Jones	
Name of manager signing DIA Sam Mowbray	Date signed July 2016

Priority 1: Improve infrastructure and housing to support a growing, low-carbon economy.	DIA considerations	
1 Deliver the Government standard Superfast Broadband coverage to all commercial and domestic premises in the Borough by 2017.	Short	DIA required; understanding of communication and take up opportunities by different communities. Developer/contractor requirements? Low probable impact
2 Construct solar arrays on Council-owned land at Common Farm, Chapel Farm and a solar noise barrier along roads including the M4 at Wichelstowe.	Short	DIA required. PSED requirements for developer/contractor requirements. Low probable impact
3 Demolish the obsolete Carlton Street and Wyvern car parks and use the space for regeneration.	Short	DIA required – though link to current car park review. What comes in their place? Individual projects will need equality consideration. Consideration of access and blue badge parking. Med-high probable impact
4 Make the case to Government to invest in a Thamesdown Drive extension and surrounding road improvements.	Short	DIA required. Access re crossing points. PSED requirements for developer/contractor requirements. Low probable impact
5 Replace the current Health Centre in the town centre with a new and improved facility.	Medium	DIA required. Clear understanding of current and future users of Health Centre required. Needs clear link to management processes as well as capital project. Developer/contractor requirements? Excellent opportunity to use DIA to influence positive change through consultation. Changing places facility? High probable impact - Start now!
6 Establish effective and appealing pedestrian links from the Town Centre to North Star and enhance Wellington Street as a prime thoroughfare for the town.	Medium	DIA required: purpose and access. Need to understand all forms of ‘pedestrian’ ensure we exceed minimum building control expectation of crossings. Understanding users/potential users and moves towards gaining/maintaining independence. Management of pavement areas. Signage. Developer/contractor requirements? High probable impact
7 Build new affordable homes including 200 new council homes and 66 units through the Affordable Housing Development programme at sites including the Hawthorns, the Royal British	Medium	DIA required. Life time and accessible homes standards. Link to infrastructure, services, facilities and transport. Developer/contractor requirements? High probable impact

Legion site in Penhill, Townsend House in Old Town and the Former Refuge in Park South.		
8 Complete the redevelopment of Sussex Square.	Medium	DIA undertaken on design. Need to understand usage and implications. Developer/contractor requirements? High probable impact
9 Develop Council-owned brownfield sites at Oakfield, and other sites as they become available, for housing.	Medium	DIA required. Lifetime, accessible and affordable homes. Link to services, facilities, infrastructure and transport. High probable impact
10 As part of the town's regeneration:		
a) Re-develop the former Aspen House site / Granville Street area, to extend on the successful Regent Circus development.	Medium	DIA required. Usage potential by which communities. Accessible design. Link to services, transport, facilities infrastructure. Changing places facility? Developer/contractor requirements High probable impact
b) Make Havelock Square an attractive, safe open space to complement local shops.	Medium	DIA completed. Consultation responses need to be provided. High probable impact
11 Replace the current bus station with a new and modern facility.	Medium	DIA required. What are the standards we have regarding this in terms of environment, accessibility, infrastructure links, and relationships with bus/coach companies, highways. Management process expectations. How will it be appealing? ?Changing places facility? Developer/contractor requirements? High probable impact
12 Improve the town centre road network to pave the way for the Kimmerfields development.	Medium	DIA required. What are the standards we have regarding this in terms of environment, accessibility, infrastructure links, and relationships with bus/coach companies, highways. Management process expectations. How will it be appealing? Developer/contractor requirements? High probable impact
13 Improve highway linkages to the Eastern Villages, particularly around the White Hart roundabout.	Medium	DIA required. PSED requirements for developer/contractor requirements. Low probable impact
14 With Barratt Homes we will build up to 3,500 homes in Wichelstowe including the development of a district centre.	Medium - Long	DIA required (some already done). Consideration of relationship with partner to ensure life time homes, fully accessible and

		affordable homes. Links to services, facilities, transport and infrastructure. What standards are we putting in place in line with the vision? ?Changing places facility? Developer/contractor requirements (e.g. access and apprenticeships). High probable impact
Priority 2: Offer education opportunities that lead to the right skills and right jobs in the right places		
15 In addition to the two new Free secondary schools, build one secondary and 12 primary schools to meet the needs of our increasing population.	Medium – long	DIA required for each build considering sustainable and practical access for future need. High probable impact
16 Improve the reputation and image of Swindon to attract inward investment.	Short - medium	Programme of activities that will need to reflect the diversity and contribution of our population. DIA needed at early stage. High probable impact
17 Improve educational attainment, in particular at ages 16-19 so we are above the average in England within five years.	Medium	DIA required. Link to associated issues such as schools expectation of aspiration; bullying; family input. High probable impact
18 Increase the number of businesses employing young people as an apprentice from 15% to 20% (an additional 280).	Medium	DIA required. Consideration of focus of apprenticeships and where they are targeted (e.g. people in recovery, those with learning disability, mental ill health etc...) Medium probable impact
19 Secure a range of options to access Higher Education in Swindon.	Long	DIA required. Consideration of short term change in demographic profile, resources and infrastructure to support larger student population. Medium probable impact
Priority 3: Ensure clean and safe streets and improve our public spaces and local culture.		
20 Find new ways to engage communities and neighbourhoods to increase the cleanliness of their local areas.	Short	DIA required Medium probable impact
21 Secure a new Museum and Art Gallery that can showcase the high quality art and exhibits that we possess.	Medium	DIA required – funding, access, relevance, marketing. Contractor/developer requirements Medium probable impact
22 Support the development of the new regional leisure destination at North Star.	Medium	DIA required. Funding, access, relevance, marketing. Contractor/developer requirements Medium probable impact

23 a) Secure a sustainable future for the Mechanics Institute.	Long	DIA required. Funding, access, relevance, marketing. Contractor/developer requirements Medium probable impact
b) Support the redevelopment of the Corn Exchange.	Long	DIA required. Funding, access, relevance, marketing. Contractor/developer requirements Medium probable impact
Priority 4: Help people to help themselves while always protecting our most vulnerable children and adults.		
24 Provide early support for people in debt so that we significantly reduce the need to use bailiffs to recover Council Tax and other debts.	Short	DIA required. What monitoring is in place – how can we evidence fair application across all diversity/ geographic groups? High probable impact
25 Deliver a borough-wide approach to increase the impact of volunteering, enabling more people to be active citizens in their communities.	Short	DIA required. What skills, resources and measures of success to ensure diversity of population is involved (recipients and volunteers) High probable impact
26 Work with the Clinical Commissioning Group and GP surgeries to help people with long term health and social care needs to manage their health effectively with support from community groups and multi-disciplinary teams	Medium	DIA required. High probable impact
27 Ensure that more people and their carers are supported to live as independently as possible and reduce the length of time people need to spend in residential care.	Medium	DIA required. Offer to diversity of population. Challenge stereotypes (they look after their own). What measures of success? (Is the pledge about delaying/reducing admissions to residential care?) High probable impact
28 Increase the number of foster carers in Swindon so that every 'child looked after' who should be, is placed in their home borough.	Medium	DIA required High probable impact
29 Work with all of the 1270 families in Swindon who are in most need of support by 2020 in phase 2 of the Troubled Families Programme.	Medium	DIA required High probable impact
30 Reduce smoking prevalence to less than the England average.	Medium	DIA required Medium probable impact