

# Swindon Borough Council Diversity Impact Assessment

## Lydiard House and Park – strategic developments

### 1 What's it about?

Refer to equality duties

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

In March 2013 Swindon Borough Council's Cabinet authorised officers to explore charitable and/or commercial opportunities at Lydiard House and Park, as part of the programme of activity aimed at removing over time the subsidy for its Leisure and Cultural assets through working with alternative operators.

The Council has appointed an external organisation, Bilfinger GVA to identify a range of market interest in Lydiard House and Park, from charitable and/or commercial groups who wish to partner with the council to enhance the offer and the sustainability of Lydiard House and Park within the clear remit that it must remain in Council ownership. The expression of interest process has been completed with initially 9 expressions being received these cover a multitude of activities covering all or parts of the park, subsequently one of these expressions has been withdrawn. Information exchange meetings have taken place with representation of the 8 remaining Expressions of Interest to explore further what they consider is achievable at Lydiard Park

It is now proposed that Swindon Borough Council move to a competitive bidding process exercise and to start consultation with the residents of the Borough and wider park.

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Who's it for?

The proposal is for the residents of and visitors to Swindon, especially those that use Lydiard House and Park and to provide a sustainable future for both House and Park.

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How will this proposal meet the equality duties?

The proposal will meet equality duties as intention of continuing access to heritage assets and the wider park.

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What are the barriers to meeting this potential?

Lydiard House itself and other heritage buildings on site have some restrictions on physical access particularly to the upper floors of each property and this has the potential to restrict some access to each property.

Similarly the park area cannot be fully accessible in all areas.

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### 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 Council collects general data about users of Lydiard House and Park – this shows there are 750,000 visitors to Lydiard annually. This includes Swindon residents, tourists, local people, school and other group visits – particularly to the house and park.

There are currently two Private operators on site. Chartridge who operate a conference centre and hotel accommodation and Jungle Parc who operate a tree top activity trail. These both attract visitors to the park and house.

There was some soft information gathering carried out in May 2015 this showed a broad

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range of ages, noticeable groups that were under represented where BMI and disabled residents of the Borough.

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How can you involve your customers in developing the proposal?

During the period that expression of interests are being submitted 2 public engagement events were held to give residents of the Borough and other park users the opportunity to articulate what for them are the important aspects of Lydiard House and Park. There is also a dedicated mail address for anyone to use to contact Swindon Borough Council with any query. All of this feedback will then be used to inform any decision made in relation to expression of interest received and how any future bids are measured.

The feedback from these events is added as an appendix to this document as Appendix 1 Results of Informal Community Engagement – Lydiard House & Park January 2016.

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

The data built up on the use of Lydiard House and Park over several years and in a variety of ways. As far as Swindon Borough Council received there is no group that has not had a chance to give their view in one of the formats described above.

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### **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:

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- 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?

We have identified that there is no potential for an adverse impact on the basis of age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, or sexual orientation at this point of the process.

There is also an expectation that access to Lydiard will still be available to residents of the Borough with the possibility that there may be an extra charge for some activities as is currently the case i.e. Jungle Parc

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What can be done to change this impact?

At present there is no material change to the access or the service provided to the House or Park. Once groups who have submitted expressions of interest and been invited to submit tender applications each submitted tender will be expected to cover the impact of their proposal which will be expanded by Swindon Borough Council in separate DIA's for any proposal being implemented.

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- b)** Does the proposal create benefit for a particular group? Is it clear what this is? Can you maximise the benefits for other groups?

It is the expectation that any scheme that is taken forward will enhance part or all of the House and or Park and will secure it for the future of residents and visitors from outside of the Borough. There is potential here to maintain and improve accessibility across the House and Park e.g. promotion of the tramper, expectation that signage and educational aspects are improved,

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identified parking availability, menu and access to the cafes, toilet facilities, maintenance of hard pathways etc... Swindon Borough Council will encourage improvement through our relationship

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

Part of the proposal being taken to Cabinet in Feb 16 is to go to consultation this consultation will cover how any proposal will affect individuals who use the park and the wider residents of the Borough.

Responses to the consultation will be used to inform any decision to be made at Cabinet in the future.

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#### 4 So what?

[Link to business planning process](#)

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

Nil, this is due to no changes to the House and Park or the services supplied from there are to be changed at present.

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

Moving forward DIA's will be prepared for any decision that affects Lydiard House and Park and the services within the Park. This will include further DIA in relation to car parking charges at country parks within Swindon.

A further impact assessment will be undertaken to consider staff issues when a final proposal is developed.

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When will this be reviewed?

This DIA will be reviewed after the information gathered at the public engagement events has been analysed and when the expression of interest phase is completed.

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How will success be measured?

Success will be measured through the results of the expression of interest phase and the results of the exercise.

<b>For the record</b>	
Name of person leading this DIA Jim Catton	Date completed 27 <sup>th</sup> November 2015
Names of people involved in consideration of impact; Jim Catton, Rachel Watts, Nick Stephenson	
Name of manager signing DIA	Date signed

# Diversity Impact Assessment – an inclusive business planning tool

## 1. What's it about? refer to equality duties

- What is the proposal? What outcomes/benefits are you hoping to achieve
- Who's it for?
- How will this proposal meet the equality duties?
- What are the barriers to meeting this potential?

## 2. Who's using it? consider all 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)?
- How can you involve your customers in developing the proposal?
- Who is missing? Do you need to fill any gaps in your data?

## 3. Impact consider dimensions and equality groups

Using information in parts 1 & 2:

- a) Does the proposal create an adverse impact which may affect some groups or individuals? How can this be mitigated or justified?  
> What can be done to change this impact?
- b) Does the proposal create benefit for particular groups or individuals. Is it clear what this is? Can you maximise the benefits for other groups?
  - Does further consultation need to be done? How will assumptions made in this assessment be tested?

## 4. So what?

- What changes have made in the course of this DIA?
- What will you do now and what will be included in future planning?
- When will this be reviewed?
- How will success be measured?

## Considerations

### Our equality duties

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations

### Equality groups

For the following equality groups: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief and sexual orientation.

Extended by SBC policy to include: financial economic status, homelessness, political view.

## Dimensions of equality

How will the proposal affect Human Rights and life chances of different groups? Consider how the proposal affects

1. Longevity.
2. Physical security.
3. Health.
4. Education.
5. Standard of living.
6. Productive and valued activities.
7. Individual, family and social life.
8. Participation, influence and voice.
9. Identity, expression and self-respect.
10. Legal security.