

Swindon Borough Council Diversity Impact Analysis

Swindon Residential Design Guide Supplementary Planning Document (SPD)

1 What's it about?

Refer to equality duties

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

The New Eastern Villages Planning Obligations draft Supplementary Planning Document (SPD) supports policies NC3 and RA3 of the adopted Local Plan 2026 which sets the framework for the delivery of a mixed use development at the New Eastern Villages, to reflect high standards of urban design and sustainability.

The draft SPD sets out a comprehensive approach for dealing with the development of the NEV, including the provision of infrastructure necessary to create a sustainable development as required by the National Planning Policy Framework (NPPF).

To this end, this SPD sets out Swindon Borough Council's approach to securing by planning obligations the infrastructure required as a consequence of developments in the NEV. The approach detailed seeks to achieve the effective delivery of infrastructure to achieve sustainable growth at the NEV to ensure the right infrastructure is delivered in the right place, at the right time.

Who's it for?

External - developers, planning agents, architects, landscape architects, highway engineers, the general public, parish councils.

Internal - development management officers, other officers from landscape, master planning and design, planning policy officers, members of the planning committee and other stakeholders.

The above reflects all parties that may be involved or have an interest in the delivery of infrastructure at the New Eastern Villages.

How will this proposal meet the equality duties?

The SPD details the principles established by Policy NC3, in particular, to secure the provision and implementation of necessary infrastructure whilst maximising opportunities for regeneration and other benefits within the wider community. The achievement of high quality and inclusive design throughout the development will benefit all communities in all areas of the borough in that it will advance equality of opportunity.

What are the barriers to meeting this potential?

Developers will be required to deliver development in broad accordance with the Adopted SPD and Illustrative Masterplan.

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)?

All those who have an interest in new development, specifically at the New Eastern Villages should find the information in the SPD easy to understand. The NEV will provide a mix of homes and job opportunities, along with retail, education, healthcare and leisure facilities, in accordance with the Council's objectives and the Adopted Local Plan. The Council is working with a range of delivering partners to ensure the development is sustainable in the broadest sense of the word. Partners include NHS England, Highways England, the Environment Agency, Wiltshire Wildlife Trust, the Swindon Bicycler Users Group, Parish Councils and other local stakeholders.

How can you involve your customers in developing the proposal?

All those should find the information in the SPD easy to understand. There are some principles and concepts which may seem more remote to members of the public when understanding how infrastructure is secured through the development process. All planning related words are explained in full and there is also a narrative to provide context and understanding as far as possible.

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

The approach detailed seeks to achieve the effective delivery of infrastructure to achieve sustainable growth at the NEV to ensure the right infrastructure is delivered in the right place, at the right time. This will promote inclusiveness across all equality groups and promote the dimensions of equality.

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?

The SPD does not in itself promote anything 'new' or 'in addition to' the adopted Local Plan (notably Policies NC3 and RA3); it outlines how the infrastructure required by the Local Plan should be secured and delivered, in accordance with adopted policy. As nothing 'new' is proposed, it is likely to have a negligible effect on people with protected characteristics, taking into account the principles of inclusive design and sustainable development required by the Local Plan. It could be argued, however, that by providing greater certainty over the delivery of infrastructure through devising a comprehensive masterplan it should lead to a minor positive effect for protected characteristic groups, in comparison to infrastructure coming forward in a piecemeal fashion by individual landowners and developers.

The draft SPD will provide a mechanism to support the delivery of infrastructure on a fair and equitable basis. It will support the delivery of a built environment that is safe and secure so reducing fear of crime which in turn will reduce social exclusion. Good urban design also has significant health benefits.

On balance the draft SPD should not have an adverse impact on equality groups.

What can be done to change this impact?

b) Does the proposal create benefit for a particular group? 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 analysis be tested?

Consultation on the SPD will take place in line with the Swindon Borough Statement of Community Involvement. The SCI sets out the requirements for consultation on planning documents to ensure the continuous community involvement with statutory and other stakeholders in the preparation of planning documents. The draft SPD will go out for consultation on the 21st March 2016, the Equalities Coalition will be consulted.

4 So what?[Link to business planning process](#)

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

None

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

Through the public consultation all comments will be considered in terms of positively shaping the SPD.

When will this be reviewed?

July 2016

How will success be measured?

Success will be measured through the coordinated and timely delivery of infrastructure at the New Eastern Villages coming forward over the next few years.

For the record

Name of person leading this DIA	Angela Clack	Date completed	16 th March 2016
Names of people involved in consideration of impact		Angela Clack	
Approved: Nick Stephenson		18 th March 2016	
Name of director signing DIA		Date signed	

Diversity Impact Analysis – 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 analysis 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.