

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

	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Financial Wellbeing Partnership and Strategy
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	The partnership will seek to create a One Swindon approach to tackling poverty and improving financial wellbeing for residents of Swindon; bringing together key stakeholders to deliver a shared vision.

		<p>The strategy will set out the long-term vision for improving the lives of Swindon residents; tackling poverty and improving financial wellbeing.</p> <p>The strategy will aim to move away from high levels of dependency and focus on prevention and capacity building. Increasing confidence, resilience and a capability to live a life free from financial crises.</p>
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	<p>A number of Council Departments will be involved in implementing the Strategy and will contribute to the partnership discussions.</p> <p>Residents of Swindon will be affected positively particularly those facing hardship or financial insecurity.</p>
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	<p>Discussion being key officers working in this field has been held, along with the Cabinet Member for Communities and Joint Working.</p> <p>Initial conversations with Citizen Advice Swindon as experts in the welfare arena have taken place. They are keen to co-chair the partnership and co-produce the strategy.</p>

Section Two

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	No impact or limited positive	Households where individuals have disabilities may have lower incomes and if so would be benefit from the positive action taken as part of the proposed strategy.	Work with VCS partners to ensure inequalities are addressed
Gender Reassignment	No impact		
Marriage or Civil Partnership	No impact		

Pregnancy and Maternity	Positive Impact	Prenatal and postnatal support will be a factor within the strategy and action plan	Working closely with health partners to ensure considerations are made and action to promote a good start in life is delivered
Race	<p>People whose first language is not English may need increased support to access the information, advice and support available.</p> <p>Some cultural norms may impact on a person's ability/confidence to access support</p>	2012 census evidences over 30,000 people living in Swindon have English as a second language	Ensure information, advice and support is accessible. The Strategy will set out ways to reduce inequality where language or cultural norms are a barrier
Religion or Belief	No impact		
Sexual Orientation	No impact		
Sex (gender)	No impact		
Age	<p>Children – consideration of free school meals allocation.</p> <p>Older people/pensionable age</p>		Working closely with internal teams and VCS partners to ensure age is not a barrier to financial wellbeing
Children in Care and Care Leavers	Access and confidence to access information, advice and support may be more difficult		Working with the Care Leavers Team and VCS partners

Section Three

3.1	Potential Barriers to success and mitigating Actions – summary	<p>The financial envelope for this work is unknown at this stage – <i>this work is about prevention and pooling resources and knowledge. Reviewing existing services/provision and ensuring it is fit for purpose and sustainable. This is about helping people to helping themselves.</i></p> <p>As a new partnership, the extent of engagement and co-operation across stakeholders in untested/unknown. <i>A joint approach between SBC and CAS will show this is a One Swindon approach where everyone has an important contribution to make.</i></p>
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3.2	How will success be measured?	Via the Strategy and Action Plan –
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3.3	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	Reviewed through the Health and Wellbeing Board
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Section Four

For the Record			
Name of person leading this EQIA	Helena Robinson	Date Completed	16/04/2024
Names and roles of people involved in the consideration of impact	Kati Wood		
Name of Director signing EQIA	Steve Maddern	Date Signed	xx/xx/xxxx