

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

No.	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Vision for the Heart of Swindon
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	Creation of a new Vision to shape the revitalisation of Central Swindon
1.3	Who is affected by the policy/decision/service/project/programme? (For example, employees/service users/supplier/contractor)	Shoppers Town Centre Businesses Town Centre Institutions Residents Employees
1.4	What involvement and consultation has been done in relation to this proposal? (For example, with relevant groups and stakeholders)	Involvement with partner organisations and Town Centre stakeholders in developing the Vision.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	The monitoring and review of the equalities impact of the regeneration of the Town Centre is taking place at a project by project level. It is proposed to aggregate this up to develop a Swindon Centre wide monitoring framework.

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 (for example, adjustment to the proposal)
Disability	Positive	Regeneration schemes would be designed around access for all best practice and to address current challenges	
Gender reassignment	Positive	Regeneration schemes would be designed around access for all best practice and to address current challenges	
Marriage or civil partnership	Positive	The Vision seeks to make Central Swindon more accessible, safer, more inclusive and feel more welcoming for residents, workers and visitors.	
Pregnancy and maternity	Positive	Regeneration schemes would be designed around access for all best practice and to address current challenges	
Race	Positive	The Vision seeks to make Central Swindon more accessible, safer, more inclusive and feel more welcoming for residents, workers and visitors.	
Religion or belief	Positive	The Vision seeks to make Central Swindon more accessible, safer, more inclusive and feel more welcoming	

		for residents, workers and visitors.	
Sexual orientation	Positive	The Vision seeks to make Central Swindon more accessible, safer, more inclusive and feel more welcoming for residents, workers and visitors.	
Sex (gender)	Positive	The Vision seeks to make Central Swindon more accessible, safer, more inclusive and feel more welcoming for residents, workers and visitors.	
Age	Positive	The Vision seeks to make Central Swindon more accessible, safer, more inclusive and feel more welcoming for residents, workers and visitors.	
Children in care and care leavers	Positive	The Vision seeks to make Central Swindon more accessible, safer, more inclusive and feel more welcoming for residents, workers and visitors.	

Section three – evaluation

No.	Question	Explanation/justification
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3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	No potential adverse impacts identified from the outcomes sought by the Vision. The construction phase may lead to adverse accessibility impacts, which can be mitigated through pre-planning.
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No.	Final Decision	Tick the relevant box	Include any explanation / justification required
1	No barriers identified, therefore activity will proceed	Yes	Positive impacts for equalities across all groups
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 (for example, 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

Question	Response
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Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers):	Yes
Date completed	10 th October 2024
Review date (if applicable)	N/A

Change log

Name	Date	Version	Change made
David Dewart	10 th October 2024	V1	

Responsibilities

Question	Response	Date completed
Name of person leading this EqIA	David Dewart	10 th October 2024

Question	Response
Names and roles of people involved in the consideration of impact	Antony Rifton – Consultant Advising

Question	Response	Date signed
Name of Director signing EqIA	Richard Bell	10 th October 2024