

# 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	<b>Name of policy/decision/service/project/programme being assessed</b>	Delivery of a new Entertainment Venue for Swindon
1.2	<b>Summary of aims and objectives of the policy/decision/service/project/programme</b>	The Venue would replace the Wyvern theatre as Swindon's major events venue
1.3	<b>Who is affected by the policy/decision/service/project/programme?</b> (For example, employees/service users/supplier/contractor)	Users / customers Employees
1.4	<b>What involvement and consultation has been done in relation to this proposal?</b> (For example, with relevant groups and stakeholders)	Involvement with the cultural sector and community groups in developing the "cultural quarter business case", which identified the need for a new venue
1.5	<b>What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	We will work with the preferred operator to establish a framework for monitoring and reviewing the equalities impact of the new venue.

## 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	New venue that can be designed around access for all best practice	
Gender reassignment	Positive	New venue that can be designed around access for all best practice	
Marriage or civil partnership	Positive	Scheme to be designed alongside design of wider public realm enhancements (including routes to the venue) to make the location safer, more inclusive and feel more welcoming	
Pregnancy and maternity	Positive	New venue that can be designed around access for all best practice	
Race	Positive	Scheme to be designed alongside design of wider public realm enhancements (including routes to the venue) to make the location safer, more inclusive and feel more welcoming	
Religion or belief	Positive	Scheme to be designed alongside design of wider public realm enhancements (including routes to the venue) to make the location safer,	

		more inclusive and feel more welcoming	
Sexual orientation	Positive	Scheme to be designed alongside design of wider public realm enhancements (including routes to the venue) to make the location safer, more inclusive and feel more welcoming	
Sex (gender)	Positive	Scheme to be designed alongside design of wider public realm enhancements (including routes to the venue) to make the location safer, more inclusive and feel more welcoming	
Age	Positive	Scheme to be designed alongside design of wider public realm enhancements (including routes to the venue) to make the location safer, more inclusive and feel more welcoming	
Children in care and care leavers	Positive	Scheme to be designed alongside design of wider public realm enhancements (including routes to the venue) to make the location safer, more inclusive and feel more welcoming	

### Section three – evaluation

No.	Question	Explanation/justification
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

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

## Change log

Name	Date	Version	Change made
David Dewart	10 <sup>th</sup> October 2024	V1	

## Responsibilities

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

Question	Response
Names and roles of people involved in the consideration of impact	Julian Russell – Consultant Advisor

Question	Response	Date signed
Name of Director signing EqIA	Richard Bell	10 <sup>th</sup> October 2024