

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. Don't 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 & Programmes	All, at planning stage

Further information: [Equality Impact Assessments - a users guide](#)

Section One

	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Swindon Dementia Strategy
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	<p>The Swindon Dementia Strategy 2022-2026 sets out how partners will work together to reduce the risk of developing dementia within the population, improve diagnosis rates and support for people living with dementia, carers and the community.</p> <p>This is a partnership document, which has been developed and agreed by people living with dementia and carers, as well as collaborative partners from the Dementia Steering Group and Swindon Dementia Action Alliance. The implementation of the strategy will</p>

		be done in partnership under the umbrella of the Dementia Steering Group.
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	<p>This policy will affect people living with dementia and carers as we are looking to improve the support provided.</p> <p>Action Plans will be drawn up as a result of this Dementia Strategy, which will be implemented by strategic cross-organisational groups (such as the Dementia Steering Group).</p> <p>This is a collaborative strategy for working together across Swindon. There are no changes to existing employees/provision.</p> <ul style="list-style-type: none"> •
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	There has been significant engagement of people living with dementia and their families/carers. This has been done via focus groups and interviews. There has also been involvement and consultation with those who work within dementia services (such as Memory Café Coordinators, the Alzheimer’s Society and Swindon Carers Centre). The draft strategy has been shared with those involved for comment.

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	Positive	The strategy looks to improve support and services provided to people living with disability who have dementia and carers.	Clear action plans and deliverables for priorities identified in the strategy. Feedback/involvement from people living with dementia and carers.
Gender Reassignment	Neutral		
Marriage or Civil Partnership	Neutral		
Pregnancy and Maternity	Neutral		
Race	Positive	The strategy looks to improve awareness of dementia within ethnic groups across	Clear action plans and deliverables. Engagement with our diverse groups in

		Swindon. Also looking to review support services for diverse groups and develop these further (may be subject to funding) Data shows higher rates of dementia for some ethnic groups (Dementia across cultures and ethnicities, Dr Julia Botsford for Dementia UK, 2017)	Swindon to support this work.
Religion or Belief	Neutral		
Sexual Orientation	Neutral		
Sex (gender)	Positive	Worldwide, women with dementia outnumber men two to one. This strategy will look to improve the diagnostic process and support provided.	Clear action plans and deliverables.
Age	Positive	Dementia most commonly affects people aged over 65y, with risks doubling for those over 90y.	Clear action plans and deliverables.
Children in Care and Care Leavers	Neutral		

Section Three

3.1	Potential Barriers to success and mitigating Actions – summary	The main barrier for considering protected characteristics/equality impact for the strategy would be the omission of this from the action plan and process.
3.2	How will success be measured?	<ul style="list-style-type: none"> - Improvements to local Dementia Diagnosis Rates and monitoring of these by ethnicity - Qualitative improvements reported by people with protected characteristics identified. - Longer term: Reduction in the number of people living with dementia (links to modifiable risk factors and awareness raising of these)

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3.3	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<ul style="list-style-type: none"> - Dementia Diagnosis Rates routine monitoring - Regular qualitative feedback from people using dementia services and carers - Feedback from staff members supporting people living with dementia/carers
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Section Four

For the Record			
Name of person leading this EQIA	Susan Lambert	Date Completed	25/11/2024
Names and roles of people involved in the consideration of impact			
Name of Director signing EQIA	Steve Maddern	Date Signed	