



# Mainstreaming Equalities into the work of the SSP

---

Facilitator  
Anjali Arya



# Clarifying some concepts

---

Discuss what the following terms mean:

- Equal Opportunity
- Equality
- Discrimination
- Positive action
- Diversity



# Equal opportunity

---

- is about creating a 'level playing field'



## Equality is about

---

- eliminating unlawful discrimination;
- promoting equality of opportunity;
- eliminating harassment;
- promoting positive attitudes, and,
- promoting good relations between people from different groups



# What does it mean in practice?

## Equality of Outcomes

Opportunity

Access

Treatment



## Direct Discrimination

---

- Direct Discrimination consists of treating a person less favourably than others are, or would be, treated in the same or similar circumstances.



# Indirect Discrimination

---

Occurs when:

- a requirement, criteria or condition is applied across the board,
- significant proportion not able to comply, and
- it cannot be shown that it is justified, and
- it causes a detriment.



## Diversity is about:

---

- Recognising and valuing individual difference. Differences may be due to age, gender, religion, philosophy, cultural, educational or socio-economic backgrounds, sexual orientation, ethnicity, place of origin, cultural values, political view .....



# Institutional Racism

---

‘The collective failure of an organisation to provide an appropriate & professional service to people because of their colour, culture or ethnic origin. It can be detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racial stereotyping which disadvantage minority ethnic people.’



# Community Cohesion

---

Community Cohesion is what must happen in all communities to enable different groups of people to get on well together.

A key contributor to community cohesion is integration which is what must happen to enable new residents and existing residents to adjust to one another.



# Community Cohesion

---

Our vision of an integrated and cohesive community is based on **three foundations**:

- People from different backgrounds having similar life opportunities
- People knowing their rights and responsibilities
- People trusting one another and trusting local institutions to act fairly



# Community Cohesion

---

And **three key ways of living together:**

- A shared future vision and sense of belonging
- A focus on what new and existing communities have in common, alongside a recognition of the value of diversity
- Strong and positive relationships between people from different backgrounds.



# Equality Impact Assessments

---

- Known as Diversity Impact Assessments here



# Diversity Impact Assessments

---

An DIA is a way of examining whether different communities or groups are adversely affected by:

- A current service, policy or function or
- A proposed policy, service or function



# Diversity Impact Assessments

---

- Its purpose is to make changes by identifying ways of reducing or eradicating any adverse impact on different communities or groups
- To set objectives and targets for improving that policy, service or function



# DIA Processes

---

Initially screen policies, services or functions



Decide if a full impact assessment is needed



Collect information and data including results of consultation



Analyse the data



Assess impact - Consider how the policy, service or function affects different groups of people.



Make decisions about changes, set objectives and targets



Publish findings and proposals



Monitor changed policy, service or function and review

**David Way**  
**Sustainability Assessment Officer**  
**Planning**

Diversity Impact Assessment  
from a planning perspective

# Achieving Sustainable Development

.... the core principle underpinning planning.

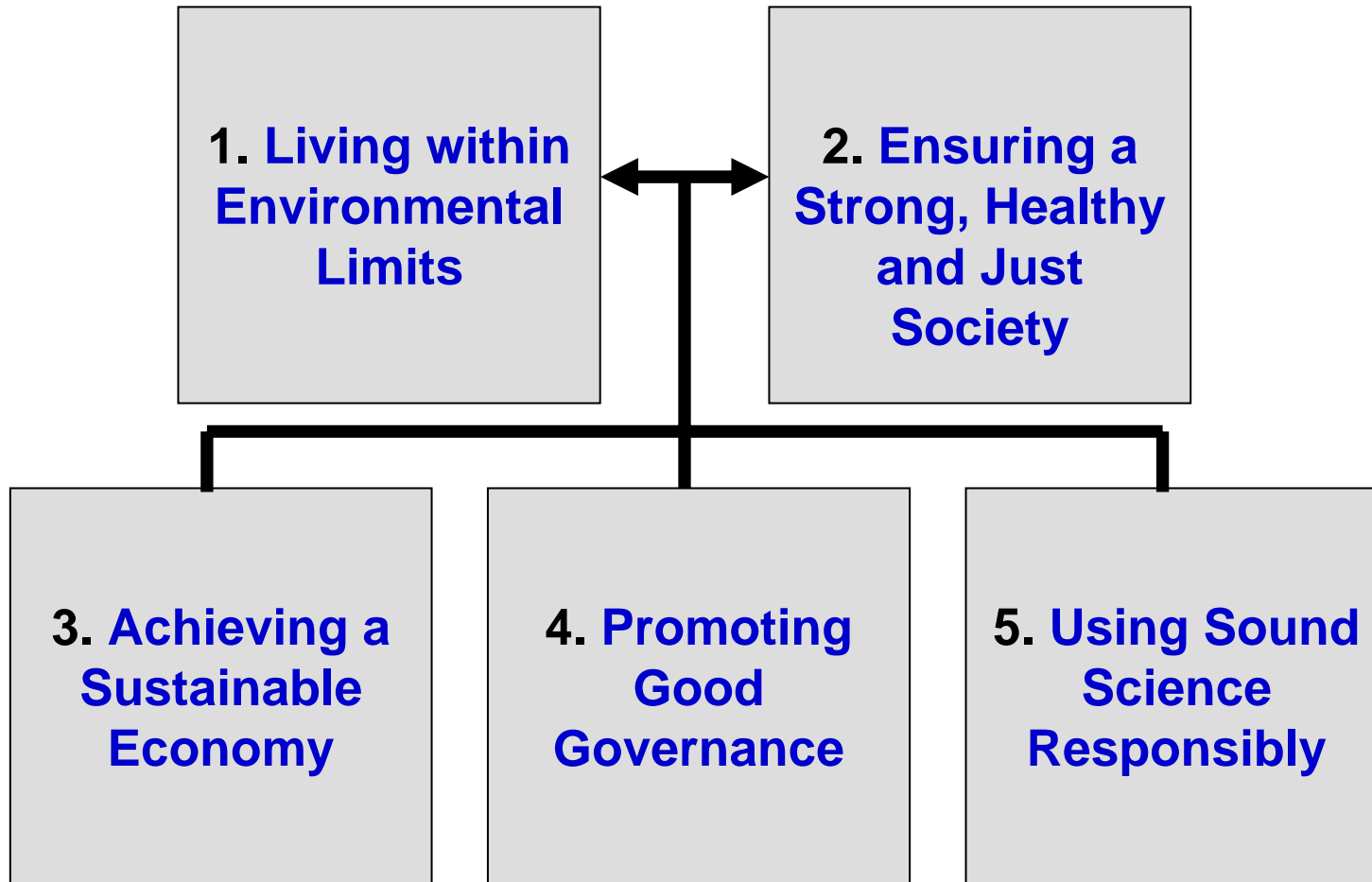
- Planning system substantially reformed to embed community responsive plan-making.

- A widely-used definition of Sustainable Development:

*“development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”*

**(Brundtland, 1987)**

# Five shared principles for achieving Sustainable Development

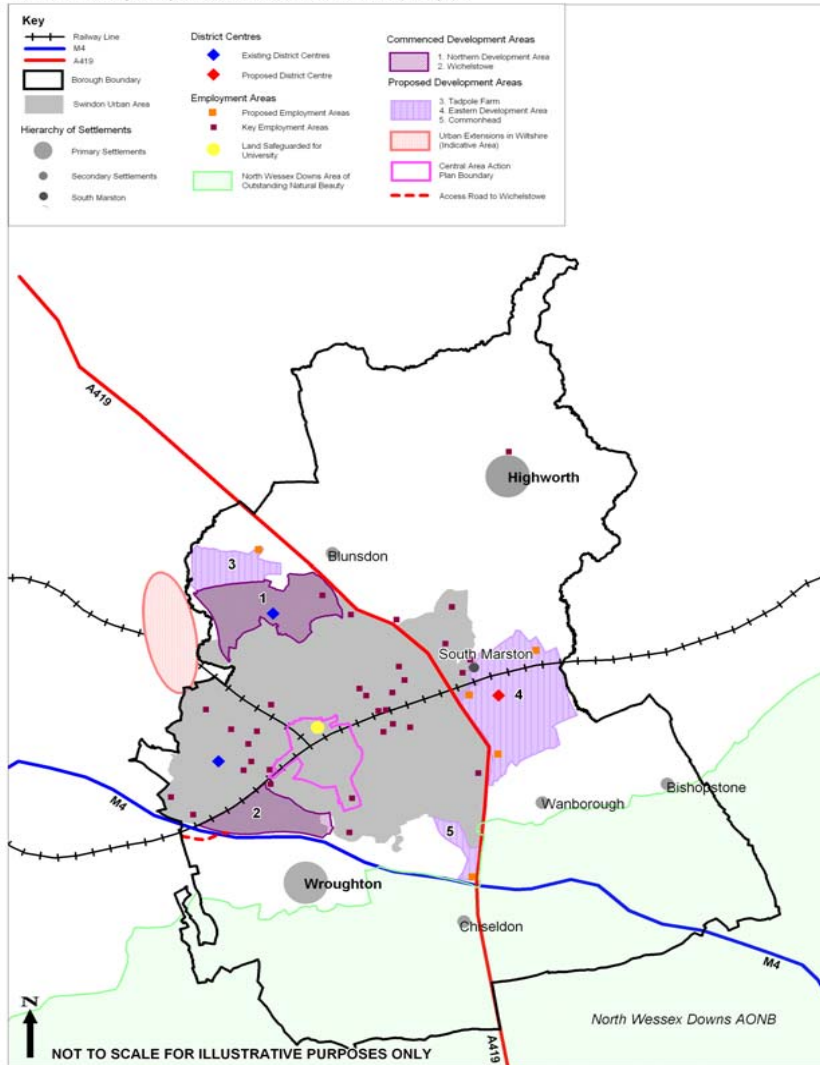


# Swindon's Local Development Framework

- Principal document – **the Core Strategy** - sets out broadly where development will go in the Borough to 2026.
- Closely aligned with Swindon's **Sustainable Community Strategy**.
- **Diversity Impact Assessment** on all policy.
- Involvement of local community from the outset.

# Core Strategy opportunities/issues...

Swindon Borough Proposed Submission Document: Key Diagram



This map is reproduced from Ordnance Survey material with the permission of Ordnance Survey on behalf of the Controller of Her Majesty's Stationery Office © Crown copyright. Unauthorised reproduction infringes Crown copyright and may lead to prosecution or civil proceedings. Swindon Borough Council 100024296 2009

- **Housing and jobs: 34,200 new homes and 32,000 jobs to 2026**
- **Infrastructure eg. Roads, services, facilities etc.**
- **High quality design.**
- **Improved town centre.**
- **Climate change.**

# Diversity Impact Assessment

Assessment of impacts on 6 equality strands. Core Strategy policies considered most relevant to:-

Age

Disability

Gender

## Why?

Planning policies help shape communities. Significant potential to:

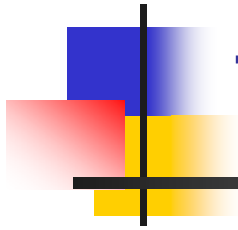
- Increase feeling of safety through high quality design.
- Improve accessibility to efficient, clean and reliable public transport services.
- Provide quality housing to meet all needs.

## **How has Diversity Impact Assessment influenced the Core Strategy?**

- **Improved awareness of potential issues eg Safety fears, accessibility, transport, housing needs**
- **Tool for early community engagement and involvement.**
- **High priority given to design quality to make places that are safer and more inclusive.**
- **Develop supplementary guidance on Inclusive Design Access for All (due 2010).**

**Significant change is happening in Swindon. Diversity Impact Assessment is one of a number of ways to aid policy making and achieve sustainable development.**

# Mainstreaming Equalities into the work of the SSP



**E  
q  
u  
a  
l  
i  
t  
i  
e  
s**

Equalities usually sits outside of local authority's plans and priorities







## What Next?

---

- Identify three key priorities that should be assessed by the SSP.
- What are your reasons?