

<b>Equality Impact Assessment</b>			
<b>Title</b>	Dorset Equality Scheme 2018-19		
<b>Release</b>	Date: 13 April 2018	<b>Version No.</b>	1
<b>Revision History</b>	<i>To provide an audit trail please provide previous version dates and numbers</i> No previous versions		
<b>Type of strategy, policy, project or service</b>			
<b>Existing</b>	Update		
<b>New or proposed</b>			
<b>Changing, update or revision</b>			
<b>Other</b>			
<b>Is this an internal or external Equality Impact Assessment (EqIA)</b>		Internal/External	
<b>Officers involved in the screening</b>		Susan Ward-Rice (Diversity & Inclusion Officer) Zoe Schofield (Business Improvement Manager)	

<b>This report was created by</b>	
<b>Name</b>	Susan Ward-Rice
<b>Email address</b>	susan.ward-rice@dorsetcc.gov.uk
<b>Directorate or Service</b>	Chief Executives
<b>Version No</b>	1

<b>Aims</b>
<b>What are the aims of your strategy, policy, project or service?</b>
<p>The Dorset Equality Scheme is the corporate approach of Dorset County Council towards continuing compliance with Section 149 (Public Sector Equality Duty), as set out in the Equality Act 2010 which includes the requirement of local authorities to publish equality objectives.</p> <p>The draft Dorset Equality Scheme builds upon the previous scheme of 2013-2016 and is an action plan detailing the key equality objectives that Dorset County Council has set.</p> <p>The action plan will run from April 2018 - March 2019, Equality Objectives are required to be published by local authorities at a minimum of four yearly intervals, however, with the Local Government Re-organisation and the formation of new</p>

council, this plan just covers one year, and the new council will need to consider an Equality Objectives Plan from 2019.

### **What is the background or context to the proposal?**

The Equality Act 2010 replaced all existing equality legislation. The act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation. The act prohibits unfair treatment in the workplace and when providing goods, facilities and services. The act also protects people from being treated less favourably because of certain characteristics, these are known as 'protected characteristics' which are:

- Age
- Disability
- Gender Reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnicity, colour and nationality)
- Religion and/or belief
- Sex
- Sexual Orientation

In Dorset, other factors are considered important based on what we know about our communities and level of disadvantage are:

- People who are rurally isolated
- People on low incomes
- Lone parents
- Carers
- People with a military background and their families.

In addition, Section 149 (Public Sector Equality Duty) of the Equality Act sets both general and specific duties to which public bodies are legally bound. The General Duty requires the council to have 'due regard' to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

In addition, the General Equality Duties are supported by two specific duties:

- Publish information to evidence their compliance with the general duties
- Prepare and publish one or more equality objectives, every four years to demonstrate how the council is meeting the aims of the general equality duty.

The equality objectives are intended to have a positive effect on how services are delivered. They aim to improve the way the Council understands service user needs and provide access to services, reflecting the concerns of people with protected characteristics. They will contribute to the development of a

culture within the Council that improves its interaction with employees, service users and other service providers from the perspective of protected groups. The work will be completed within existing resources.

By their very nature, the draft objectives and supporting actions are anticipated to have a positive impact on people with protected characteristics. However, part of the purpose of the consultation is to identify if there are any gaps in our objectives and related actions. In addition, it is not intended that there is an equal spread of actions for each protected characteristic, it is acknowledged that for some protected characteristics there are several draft objectives and specific actions which should help to reduce inequalities while for others there are not specific actions.

In addition, some of the equality objectives will have associated action plans to make them measurable and achievable. Progress of the Dorset Equality Scheme and associated action plans will be monitored on a regular basis by the Diversity & Inclusion Members Group, the Corporate Inequalities Group and the Forum of Equality & Diversity (FED). Performance against the delivery of the objectives will also be formally reported to Cabinet every six months.

It is important to note that these equality objectives do not cover all the work that is being carried out by the Council with the aim of improving diversity, inclusion and equality in Dorset.

## **Intelligence and Communications**

### **What data, information, evidence and research was used in this EqlA and how has it been used to inform the decision making process?**

- Diversity & Inclusion Review Report – November 2017
- Dorset Equality Scheme 2013-2016
- Existing Equality Impact Assessments
- Information from council documents such as the Corporate Plan
- Meetings with Diversity & Inclusion Members Group

### **What data do you already have about your service users, or the people your proposal will have an impact on?**

- Census data information available from Dorset Statistics (profiles of Dorset's communities – age, race and ethnicity, sex, disability)
- Workforce profile data 2017-18
- State of Dorset 2018
- Gender Pay Gap Report 2017
- Dorset County Council Stonewall Workplace Index Report 2018

### **What engagement or consultation has taken place as part of this EqlA?**

- Diversity & Inclusion Members Group – 11/04/18, 03/05/18
- A copy of the draft scheme circulated to the Staff Support Groups - 17/04/18
- A copy of the draft scheme circulated to Unions (Unison and GMB) for comments 20/04/18

<ul style="list-style-type: none"> <li>• A copy of the draft scheme circulated to Unite Union for comments - 25/04/18</li> <li>• A copy of the draft scheme circulated to the Chairs of the Directorate Diversity Action Groups 16/04/18</li> <li>• Presentation and discussion at Forum for Equality &amp; Diversity - 02/05/18</li> </ul>																			
<b>Is further information needed to help inform this proposal?</b>																			
No																			
<b>How will the outcome of consultation be fed back to those who you consulted with?</b>																			
A final copy of the Dorset Equality Scheme will be circulated to all.																			
<b>Assessment</b>																			
<b>Who does the service, strategy, policy, project or change impact?</b>																			
<p><i>If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.</i></p> <p><b>For each protected characteristic please choose from the following options:</b>  <b>Positive Impact</b>  <b>Negative Impact</b>  <b>Neutral Impact</b>  <b>Unclear</b></p> <p><i>Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the 'Please provide details' box.</i></p>																			
<b>Age</b>	<i>Positive impact anticipated</i>																		
<b>What age bracket does this affect?</b>	All ages																		
<b>Please provide details</b>	<p>The age profile for Dorset County is as follows:</p> <table border="1"> <tr> <td><b>All Persons</b></td> <td>422,930</td> <td></td> </tr> <tr> <td><b>All Males</b></td> <td>206,440</td> <td>48.8%</td> </tr> <tr> <td><b>All Females</b></td> <td>216,500</td> <td>51.2%</td> </tr> <tr> <td><b>0-15 yrs</b></td> <td>67,370</td> <td>15.9%</td> </tr> <tr> <td><b>16-64 yrs</b></td> <td>235,860</td> <td>55.8%</td> </tr> <tr> <td><b>65+ yrs</b></td> <td>119,700</td> <td>28.3%</td> </tr> </table> <p><i>Source: Office for National Statistics</i></p> <p>Dorset has a much greater proportion (28%) of the population aged 65 and over, higher than England and Wales (18%). Over the period 2006 -2016, the number aged 65+ grew by 24,200 (an increase of 25%).</p>	<b>All Persons</b>	422,930		<b>All Males</b>	206,440	48.8%	<b>All Females</b>	216,500	51.2%	<b>0-15 yrs</b>	67,370	15.9%	<b>16-64 yrs</b>	235,860	55.8%	<b>65+ yrs</b>	119,700	28.3%
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	<p>However, the population of working age decreased by 6,400 in Dorset and the number of children fell by 1700.</p> <p>Some districts within the county including Christchurch have almost one in three residents aged 65 and over<sup>1</sup>.</p> <p>The workforce profile at Dorset County Council (DCC) for age is as follows:</p> <p>DCC - Workforce Age Profile 2016-17:</p> <table border="1" data-bbox="587 555 1385 936"> <thead> <tr> <th></th> <th>June 16</th> <th>Sep 16</th> <th>Dec 16</th> <th>Mar 17</th> </tr> </thead> <tbody> <tr> <td><b>Total employment count</b></td> <td>4332</td> <td>4068</td> <td>4044</td> <td>4066</td> </tr> <tr> <td><b>16-24</b></td> <td>208</td> <td>190</td> <td>193</td> <td>193</td> </tr> <tr> <td><b>25-39</b></td> <td>1030</td> <td>961</td> <td>973</td> <td>974</td> </tr> <tr> <td><b>40-49</b></td> <td>1129</td> <td>1066</td> <td>1048</td> <td>1041</td> </tr> <tr> <td><b>50-59</b></td> <td>1345</td> <td>1265</td> <td>1260</td> <td>1258</td> </tr> <tr> <td><b>60-64</b></td> <td>442</td> <td>420</td> <td>406</td> <td>433</td> </tr> <tr> <td><b>65+</b></td> <td>178</td> <td>166</td> <td>164</td> <td>167</td> </tr> </tbody> </table> <p>The State of Dorset 2018<sup>2</sup> suggests that an ageing population has an impact on the economy as more employees move into retirement which leads to a potential loss of skills from the workforce. Dorset County Council through adult learning aims to help people get back into work after a gap or to improve existing employment skills.</p> <p>In addition, to support the growing number of older people, the council and other organisations (including the NHS Dorset, community and voluntary organisations) provide advice and support around future care needs including support to carers.</p> <p>A positive impact has been identified, as the Dorset Equality Scheme sets out to meet Section 149 (Public Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.</p>		June 16	Sep 16	Dec 16	Mar 17	<b>Total employment count</b>	4332	4068	4044	4066	<b>16-24</b>	208	190	193	193	<b>25-39</b>	1030	961	973	974	<b>40-49</b>	1129	1066	1048	1041	<b>50-59</b>	1345	1265	1260	1258	<b>60-64</b>	442	420	406	433	<b>65+</b>	178	166	164	167
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<b>Disability</b>	<i>Positive impact anticipated</i>																																								
<b>Does this affect a specific disability group?</b>	No																																								

<sup>1</sup> Mid-year population estimates, 2016, ONS

<sup>2</sup> State of Dorset, 2018, Dorset County Council

<b>Please provide details</b>	<p>One in five of Dorset's population consider that they have a long-term health problem or disability<sup>3</sup>. In Weymouth and Portland this accounts for 22% of residents, compared to North Dorset with 18% This does include older non-working people, which suggests that known figures for disability may be under represented.</p> <p>In addition, the number of residents with a disability claiming either disability living allowance or attendance allowance in Dorset as a whole it is 6.7%, however, in certain areas this is higher (Weymouth 8.1%) and lower (Purbeck 6.1%).</p> <p>The workforce profile for Dorset County Council for disability is as follows:</p> <p>DCC - Workforce Disability Profile 2016-17:</p> <table border="1" data-bbox="587 853 1385 1155"> <thead> <tr> <th></th> <th>June 16</th> <th>Sep 16</th> <th>Dec 16</th> <th>Mar 17</th> </tr> </thead> <tbody> <tr> <td><b>Disabled</b></td> <td>145</td> <td>129</td> <td>125</td> <td>125</td> </tr> <tr> <td><b>Not Disabled</b></td> <td>3143</td> <td>2925</td> <td>2880</td> <td>2899</td> </tr> <tr> <td><b>Not Declared</b></td> <td>1044</td> <td>1014</td> <td>1039</td> <td>730</td> </tr> <tr> <td><b>Prefer not to say</b></td> <td></td> <td></td> <td></td> <td>312</td> </tr> </tbody> </table> <p>The Public Sector Equality Duty requires all local authorities to publish information which demonstrates they have paid due regard to the general equality duties in relation to its workforce, as such data including disability is collected. Collecting such data allows the council to consider how our activities as employers affect our staff with different protected characteristics. The Dorset Equality Scheme has a specific action to use the data collected to develop appropriate improvement plans.</p> <p>The Dorset Equality Scheme also has a specific action to provide support to the staff support groups, presently the staff support groups include the Disability Group, Carers Group, Dragon Users Group (Dyslexia &amp; Upper body mobility issues), Lesbian, Gay, Bisexual Transgender (LGBT) group and Christian Fellowship. Staff Support Groups are established and led by staff on a voluntary basis, it has been identified during the Diversity &amp; Inclusion Review (2017) that support is required to all groups to help with the administration</p>		June 16	Sep 16	Dec 16	Mar 17	<b>Disabled</b>	145	129	125	125	<b>Not Disabled</b>	3143	2925	2880	2899	<b>Not Declared</b>	1044	1014	1039	730	<b>Prefer not to say</b>				312
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<sup>3</sup> Census 2011, ONS

Appendix 2

	<p>including promotion, intranet development and building membership. Regular meetings are now being developed with the Chairs of the Staff Support Groups and the Diversity &amp; Inclusion Officer to look at support and issues raised at staff support group meetings.</p> <p>In addition, the Chief Executive of the council sent a letter of support to all line managers of Chairs of Staff Support Groups to support them using work time to carry out group business.</p> <p>A positive impact has been identified, as the Dorset Equality Scheme sets to meet Section 149 (Public Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.</p>
<b>Gender Reassignment</b>	<i>Positive impact anticipated</i>
<b>Please provide details</b>	<p>A positive impact has been identified, as the Dorset Equality Scheme sets to meet Section 149 (Public Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.</p> <p>Over the last four years Dorset County Council has entered the Stonewall Workplace Index. The Index is a benchmarking exercise, carried out by Stonewall across the private and public sector which examines evidence from a variety of services (including Human Resources, IT and Procurement). The council submitted an entry for 2018 in September 2017 and the results came out in February 2018. In 2017, the council was ranked 359 out of 439 organisations and in 2018 the council ranked 360 out of 434 organisations. It should be noted, that it is not compulsory to join the index and as such not all local authorities enter. The average sector score is 77 and in 2018 DCC scored 30. The council scored well in policies and benefits and community engagement. However, the council scored poorly in allies and role models, monitoring, procurement and clients, customers and service users.</p> <p>The draft Dorset Equality Scheme has a specific action to use the results of the recent Stonewall Workplace Equality Index (2018) to develop and implement an action plan.</p>
<b>Pregnancy and maternity</b>	<i>Positive impact anticipated</i>
<b>Please provide details</b>	A positive impact has been identified, as the Dorset Equality Scheme sets to meet Section 149 (Public

	Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.																														
<b>Race and Ethnicity</b>	<i>Positive impact anticipated</i>																														
<b>Please provide details</b>	<p>Dorset has much lower levels (4.5%) of Black and Minority Ethnic (BME) residents than the country as a whole (19.5%). The highest proportion of Dorset's BME population are classified as 'White Other' who make up approximately 40% of Dorset's BME population.<sup>4</sup></p> <p>The profile of Dorset County Council ethnicity workforce profile is as follows:</p> <p>DCC - Workforce Ethnicity Profile 2016-17:</p> <table border="1"> <thead> <tr> <th></th> <th>June 16</th> <th>Sep 16</th> <th>Dec 16</th> <th>Mar 17</th> </tr> </thead> <tbody> <tr> <td><b>White British</b></td> <td>3332</td> <td>3097</td> <td>3046</td> <td>3069</td> </tr> <tr> <td><b>Other B&amp;ME</b></td> <td>107</td> <td>98</td> <td>97</td> <td>105</td> </tr> <tr> <td><b>B&amp;ME</b></td> <td>57</td> <td>51</td> <td>49</td> <td>47</td> </tr> <tr> <td><b>Not declared</b></td> <td>836</td> <td>822</td> <td>852</td> <td>485</td> </tr> <tr> <td><b>Prefer not to say</b></td> <td></td> <td></td> <td></td> <td>360</td> </tr> </tbody> </table> <p>A positive impact has been identified, as the Dorset Equality Scheme sets to meet Section 149 (Public Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.</p> <p>In addition, a specific action in the Dorset Equality Scheme includes working collaboratively with partnerships such as the Gypsy &amp; Traveller Liaison Group, Prejudice Free Dorset (hate crime/incident reporting) and Dorset Race Equality Council this will include initiatives and events such as Gypsy &amp; Traveller Awareness Day, Holocaust Memorial Day and Black History Month.</p>		June 16	Sep 16	Dec 16	Mar 17	<b>White British</b>	3332	3097	3046	3069	<b>Other B&amp;ME</b>	107	98	97	105	<b>B&amp;ME</b>	57	51	49	47	<b>Not declared</b>	836	822	852	485	<b>Prefer not to say</b>				360
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<b>Religion or belief</b>	<i>Positive impact anticipated</i>																														
<b>Please provide details</b>	65% of Dorset county's population identify themselves as Christian and 25% identify as having no religion. Just over 1% of the population identify with other religions e.g. Islam, Buddhism, Hinduism, Judaism and Sikhism and these tend to be concentrated in Dorset towns; Weymouth has just over 300 residents who identify with																														

<sup>4</sup> Census 2011, ONS



Appendix 2

	<p>Islam. There are also concentrations around military establishments such as Blandford Camp where the Gurkhas and their families live who are predominantly Hindu<sup>5</sup>.</p> <p>A positive impact has been identified, as the Dorset Equality Scheme sets to meet Section 149 (Public Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.</p>
<b>Sexual orientation</b>	<i>Positive impact anticipated</i>
<b>Please provide details</b>	<p>A positive impact has been identified, as the Dorset Equality Scheme sets to meet Section 149 (Public Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.</p> <p>As stated under Gender Reassignment; Dorset County Council has for the last four years entered the Stonewall Workplace Index, in 2018 the council ranked 360 out of 434 organisations. The Dorset Equality Scheme includes a specific action for developing and implementing an action plan using the results of the Workplace Equality Index.</p>
<b>Sex</b>	<i>Positive impact anticipated</i>
<b>Please provide details</b>	<p>The age profile detailed in Age Impact of this document specifies the number of males and females in the County.</p> <p>A positive impact has been identified, as the Dorset Equality Scheme sets to meet Section 149 (Public Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.</p> <p>In addition, all employers with a workforce of 250 or more must publish information on their gender pay gap every year, starting in 2018, Dorset County Council's gender pay gap report is available on Dorset for You.</p>
<b>Marriage or civil partnership</b>	<i>Positive impact anticipated</i>
<b>Please provide details</b>	<p>A positive impact has been identified, however, this is only in respect of the need to eliminate unlawful discrimination at work because of being married or in a civil partnership.</p>

<sup>5</sup> Census 2011, ONS

<p><b>Other Socially Excluded Groups</b> For example: Carers, rurally isolated, low income, economically disadvantaged, single parents, armed forces.</p>	<p><i>Positive impact anticipated</i></p>
<p><b>Please provide details</b></p>	<p>Deprivation has a significant impact on health and wellbeing, there are twelve areas (out of a total of 249) in Dorset within the top 20% most deprived nationally for multiple deprivation, this is down from 13 in 2010<sup>6</sup>. Nine of these areas are in Weymouth and Portland, two are in Christchurch and one in West Dorset (Skilling, Bridport).</p> <p>In Dorset, about 23,000 people aged 16-64, plus 3,700 children live in 18,200 workless households.</p> <p>Dorset's economic strategy recognises the links between economic prosperity and health and wellbeing and the council in partnership with other organisations aims to help create the right conditions for economic and jobs growth. In addition, early intervention programmes such as the Troubled Families Programme in deprived areas are intended to reduce problems from escalating.</p> <p>A positive impact has been identified, as the Dorset Equality Scheme sets to meet Section 149 (Public Sector Equality Duty) of the Equality Act and give due regard to the three equality aims.</p>

## Action Plan

**What plans do you have in place, or are developing, that will mitigate the likely identified negative impacts?**

Objective/Outcome	Action to be taken	Lead Officer	Deadline
Draft Dorset Equality Scheme shared with the Forum for Equality & Diversity.	Forum for Equality & Diversity meeting to take place on 2 May 2018	Susan Ward-Rice	2 May 2018
Dorset Equality Scheme to be adopted by Dorset County Council.	Cabinet Report to be taken to Cabinet on 23 May 2018.	Susan Ward-Rice	08 May 2018 deadline for reports

<sup>6</sup> English Indices of Deprivation (2015), DCLG

## Appendix 2

Dorset Equality Scheme to be shared with the Corporate Equality Working Group	Corporate Equality Working Group meeting takes place on 11 July 2018	Susan Ward-Rice	11 July 2018
A cabinet report update on the progress of the Dorset Equality Scheme	Cabinet Report to be taken to Cabinet in October 2018	Susan Ward-Rice	September 2018
Review of the Dorset Equality Scheme and actions undertaken.	Cabinet Report to be taken to Cabinet. Review of action shared with Forum for Equality & Diversity.	Susan Ward-Rice	March 2018

<b>EqlA Signatories</b>		
<b>EqlA role</b>	<b>Name</b>	<b>Date</b>
<b>Lead Manager / Project Sponsor</b>		
<b>Directorate Chair on behalf of the Directorate Diversity Action Group</b>		