

Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the EqIA Guidance Notes

Title	Dorset Council Transformation Plan		
Date assessment started:	October 2019	Version No:	V0.1
		Date of completion:	

Type of Strategy, Policy, Project or Service:

Is this Equality Impact Assessment (please put a cross in the relevant box)

Existing:	<input type="checkbox"/>	Changing, update or revision:	<input type="checkbox"/>
New or proposed:	<input checked="" type="checkbox"/>	Other (please explain):	<input type="checkbox"/>

Is this Equality Impact Assessment (please put a cross in the relevant box)

Internal:	<input checked="" type="checkbox"/>	External:	<input type="checkbox"/>	Both:	<input type="checkbox"/>
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Report Created By:

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Members of the assessment team:	

Step 1: Aims

What are the aims of your strategy, policy, project or service?
The aim of the transformation plan is to bring whole-council projects into a coherent, joined-up approach to change that meet the council's priorities and achieve our financial targets in the medium-term financial plan.
What is the background or context to the proposal?
The transformation plan is one of the three components that will form the business plan, which is due to go to full council on 13 February 2020. It is based on the following six programmes:
<ol style="list-style-type: none"> 1. One council service reform - rethinking our services and using co-design with our customers and partners. 2. Customer service - understanding customer experience and making services accessible. 3. Property and estate - delivering services in the right place by making best physical and financial use of our estate. 4. Travel and transport - improving integrated travel options for residents of all ages and in all communities. 5. Employer of choice - working together to maximise our workforce potential, shape our culture and help our people adapt to, and engage in, change.

6. **Efficient organisation** - modernising the way we work so we are leaner, digital and modern in the way we deliver services across the council.

Each of the programmes breaks down into a number of themes, which are populated with projects. This EqlA is intended to identify any potential issues or concerns *at whole-plan and programme level*. Individual EqlAs will need required at project and theme level.

The programmes that will have the greatest impact on residents (where customer-facing EqlAs will be required) are service reform, customer service and travel and transport.

The programmes that will have the greatest impact on employees (where internal EqlAs will be required) are property and estate, employer of choice and efficient organisation.

Transformation projects and programmes are required to follow Dorset Council's corporate EqlA process (there's no separate EqlA process for change activity). However, the Programme Management Office is responsible for monitoring completion of EqlAs, which will be reported to the Transformation Steering Group on a regular basis.

Step 2: Intelligence and Communication

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

The Dorset Statistics website
The State of Dorset May 2019
Infographics produced by the Intelligence and Insight Team

Information will be pulled from internal systems such as Mosaic.

Two workshops will be held in December - one with councillors and one with employees – that will contribute to the development of the transformation plan and this EqlA.

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

The transformation plan is still being developed but could potentially have an impact on all service users and all employees, so information relating to Dorset as a whole and the staff-base will be needed.

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

See action plan below – members of the team will ensure the workshops in December cover diversity and inclusion and identify any additional specific actions that are needed at whole-plan and programme level.

Is further information needed to help inform this proposal?

Not at this stage

How will the outcome of consultation be fed back to those who you consulted with?

The business plan will be accompanied by a final EqlA when it goes to full council on 13 February 2020.

Step 3: Assessment

Who does the service, strategy, policy, project or change impact?

- 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.

For each protected characteristic please choose from the following options:

- 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.

Positive Impact	<ul style="list-style-type: none"> • Positive impact on a large proportion of protected characteristic groups • Significant positive impact on a small proportion of protect characteristics group
Negative Impact	<ul style="list-style-type: none"> • Disproportionate impact on a large proportion of protected characteristic groups • Significant disproportionate impact on a small proportion of protected characteristic groups.
Neutral Impact	<ul style="list-style-type: none"> • No change/ no assessed significant impact of protected characteristic groups
Unclear	<ul style="list-style-type: none"> • Not enough data/evidence has been collected to make an informed decision.

Age:	Unclear
What age bracket does this affect?	TBC
Please provide details:	Although there is no evidence of any adverse impact on any specific age groups at this stage, different age groups are likely to be impacted by projects within the travel and transport and service reform programmes

Disability:	Unclear
Does this affect a specific disability group?	TBC
Please provide details:	As above - although there is no evidence of any adverse impact on a specific disability group at this stage, some disability groups might be impacted by projects within the travel and transport and service reform programmes

Gender Reassignment & Gender Identity:	Neutral
Please provide details:	No significant impact on this protected characteristic has been identified

Pregnancy and maternity:	Neutral
Please provide details:	No significant impact on this protected characteristic has been identified

Race and Ethnicity:	Neutral
Please provide details:	No significant impact on this protected characteristic has been identified

Religion or belief:	Neutral
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Please provide details:	No significant impact on this protected characteristic has been identified
Sexual orientation:	Neutral
Please provide details:	No significant impact on this protected characteristic has been identified
Sex:	Neutral
Please provide details:	No significant impact on this protected characteristic has been identified
Marriage or civil partnership:	Neutral
Please provide details:	No significant impact on this protected characteristic has been identified
Carers:	Unclear
Please provide details:	Although there is no evidence of any adverse impact on carers at this stage, they might be impacted by projects within the service reform programme
Rural isolation:	Unclear
Please provide details:	Although there is no evidence of any adverse impact on rural communities at this stage, they might be impacted by projects within the travel and transport programme
Single parent families:	Neutral
Please provide details:	No significant impact on these residents has been identified at programme level
Poverty (social & economic deprivation):	Neutral
Please provide details:	No significant impact on these residents has been identified at whole-plan or individual programme level
Military families/veterans:	Neutral
Please provide details:	No significant impact on these residents has been identified at whole-plan or individual programme level

Step 4: Action Plan

Provide actions for **positive**, **negative** and **unclear** impacts.

If you have identified any **negative** or **unclear** impacts, describe what adjustments will be made to remove or reduce the impacts, or if this is not possible provide justification for continuing with the proposal.

Issue	Action	Person(s) responsible	Deadline	How will it be monitored?
Potential impacts are possible on groups protected by age and disability, to rurally isolated communities and carers	Organise an equality refresher course for Project managers to ensure all projects are	Sarah Longdon/Deborah Smart	31 January 2020	
As above	Arrange workshops with councillors and staff to explore in more detail	Sarah Longdon/Deborah Smart	“”	

Step 5: EqlA Sign Off

Officer completing this EqlA:		Date:	
Equality Lead:		Date:	
Relevant Focus Groups*:		Date:	
Directorate Board Chair:		Date:	

* To include Diversity Action Groups

Please send this completed EqIA to Equality Leads:

Equality Leads:

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