

## Equality Impact Assessment (EqIA)

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

<b>Title</b>	Equality, Diversity & Inclusion Policy		
<b>Date assessment started:</b>	14/10/19	<b>Version No:</b>	1
		<b>Date of completion:</b>	

### Type of Strategy, Policy, Project or Service:

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

Existing:		Changing, update or revision:	
New or proposed:	X	Other (please explain):	

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

Internal:		External:		Both:	X
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### Report Created By:

Name:	Susan Ward-Rice
Job Title:	Diversity & Inclusion Officer
Email address:	susan.ward-rice@dorsetcouncil.gov.uk
Members of the assessment team:	Susan Ward-Rice Zoe Schofield Rebecca Murphy

### Step 1: Aims

What are the aims of your strategy, policy, project or service?
<p>This policy sets out Dorset Council's approach to equality, diversity and inclusion. Dorset Council is committed to promoting equality, diversity and inclusion and promoting a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we deliver our services, employ people and in our role as community leaders.</p> <p>The policy applies to all who represent Dorset Council in any capacity including elected members (councillors), employees, volunteers, agency workers and consultants. The policy also applies to suppliers, sub-contractors and partners in our supply chain and to customers and residents.</p> <p>All employees, service users, customers, members have the right to be treated fairly and with dignity and respect. We are responsible for ensuring that our own actions and behaviours are fair and that we respect the dignity of others.</p>

All public bodies (local authorities, police, NHS etc) have a statutory duty to comply with the Equality Act 2010 and particularly the Public Sector Equality Duty (Section 149 of the Act).

The Equality Act 2010 consolidates and replaces previous discrimination legislation. The Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, discrimination by perception or association, harassment, victimisation and failing to make a reasonable adjustment for a person with a disability.

The Equality Act introduced the term 'protected characteristics' to refer to specific aspects of a person's identity. These cannot be used as a reason to discriminate against. These are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- marriage and civil partnership
- race
- religion or belief
- sex
- sexual orientation

The Act also introduces the Public Sector Equality Duty (PSED) which replaced previous equality duties for race, disability and gender. The PSED applies to all the 'protected characteristics', however, for the protected characteristic of marriage and civil partnership it applies only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Public Sector Equality Duty requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not share it; and
- foster good relations between people who share a protected characteristic and those who do not share it.

In addition, the Public Sector Equality Duty also requires public bodies to:

- publish information to show compliance with the Public Sector Equality Duty. This information must include information relating to people who share a protected characteristic who are:
  - employees
  - people affected by its policies and procedures (e.g. the population of Dorset Council area).
- set and publish equality objectives at least every four years, all such objectives should be specific and measurable.

Dorset Council welcomes its legal duties, however, as a council we recognise that there are some additional characteristics that impact on people and their ability to access service and/or participate in public life and we consider these also when making decisions and refer to these as 'local characteristics' These include:

- rural isolation
- socio-economic status
- single parents
- people with an armed forces background and their families
- gender identity (how someone describes their gender)

This Equality, Diversity and Inclusion Policy provides a framework for Dorset Council to ensure compliance with the Equality Act 2010. An equality, diversity and inclusion action plan is being developed to ensure the Council continues to discharge its duties. In addition, an Equality, Diversity & Inclusion Executive Advisory Panel has been established that will meet quarterly, the panel consists of elected members and officers, the purpose of which is to:

- oversee equality, diversity and inclusion within Dorset Council
- monitor the council's performance in relation to equality, diversity and inclusion, ensuring that Dorset Council complies with the General and Specific Duties under the Equality Act 2010.
- ensure publication of an annual report summarising progress against Dorset Council's Equality Objectives
- keep abreast of national developments and new initiatives in relation to equality, diversity and inclusion for Dorset Council.
- assist the Council in responding to Government consultation, guidance and policy on equality, diversity and inclusion.
- work with officers to identify and manage significant risks relating to equality, diversity and inclusion so to mitigate their impacts on people with protected characteristics.
- provide regular briefings and update reports to relevant committees and to Cabinet as required.

The policy covers the following areas:

- understanding equality, diversity and inclusion
- the legal framework
- our aims
- support to implement this policy
- monitoring and measuring progress
- promoting and communication
- review date

What is the background or context to the proposal?

Dorset was served by nine councils until 1 April 2019 when a local government reorganisation reduced these to two:

- Dorset Council (formerly Dorset County Council, East Dorset District Council, North Dorset District Council, Purbeck District Council, West Dorset District Council, Weymouth & Portland Borough Council).
- Bournemouth, Christchurch & Poole Council (formerly Bournemouth Borough Council, Christchurch Borough Council, Poole Borough Council).

Dorset Council was formed to:

- protect frontline services by reducing costs and duplication
- give Dorset a stronger voice nationally
- better meet the needs of communities across Dorset by bringing all services together in one council.

As part of bringing the councils together, the Shaping Dorset Programme Team worked with officers from the sovereign councils to develop services, policies and procedures, this included reviewing the equality and diversity policy that each of former Dorset Councils had.

A draft policy was developed in February 2019, this was subsequently presented at a Shaping Dorset Council Human Resources (HR) and Trade Unions Workshop on the 13 March 2019, however it was agreed that further work was required.

It was agreed by Shaping Dorset Corporate Theme Board (22 March 2019) that the Dorset County Council Equality & Diversity Policy would be 'lifted and shifted' and used by Dorset Council for an interim period of six months whilst the draft policy is developed further.

An [EqIA Screening Record](#) was undertaken on that policy and published on Dorset for You/Dorset Council website.

Dorset Council hopes that by developing an equality, diversity and inclusion policy, a consistent approach to equality and diversity will be embedded in all aspects of planning, commissioning and delivery of services and employment practices within the organisation. As such, we anticipate that by its very nature the equality, diversity and inclusion policy should have a positive impact on all the protected characteristic groups. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty.

This policy will sit with other policies such as Dignity at Work and the Behaviours Framework, all of which contribute to ensuring a positive workplace culture where discriminatory behaviour will not be tolerated.

## Step 2: Intelligence and Communication

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

As this policy is both internal and external the following data has been used to understand our workforce profile and Dorset Council communities:

- Census and Office for National Statistics (2011-2017) taken from [Dorset Insight](#)
- State of Dorset 2019
- Dorset Council workforce profile data (August 2019)
- Legacy council's equality and diversity policies
- [LGBT - Trans Report](#), Stonewall; 2018
- [Gender Identity Update](#), ONS, 2019
- [Pan Dorset Maternity Strategy 2014-19](#), Dorset CCG; 2014

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

Data about the workforce and the population of Dorset Council area is included in Step 3: Assessment under each protected characteristic. It should be noted for some protected characteristics we are unable to provide local data.

In addition, data concerning the Dorset Council workforce relates to all employees at Dorset Council but not school employees, as the Equality, Diversity & Inclusion Policy does not encompass those working in schools.

The employee data used in this EqIA was collected in December 2018, employee data from all sovereign councils was collated as part of an EqIA being undertaken.

Employees are encouraged to provide equality monitoring data, but they are not obliged to do so. It should be noted that for some protected characteristics we are unable to provide data, due to not being collected or it being so small there is risk of identifying.

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

A draft copy of the Equality, Diversity & Inclusion Policy was circulated to the following for comments and/or discussion:

- Members of the Equality Diversity & Inclusion Executive Advisory Panel (October 2019)
- Colleagues in Community Development Team (October 2019)
- Colleagues in Human Resources & Organisational Development (October 2019)
- Colleagues in Commercial & Procurement (October 2019)
- Colleagues in Democratic Services (October 2019)
- Unions and discussed at a HR/Trade Unions Meeting (5 November 2019)
- Key equality organisations: Stonewall, Dorset Race Equality Council, Intercom Trust, Access Dorset and LGBT Equality Dorset, Chrysalis.

Is further information needed to help inform this proposal?

No

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

A final copy of the Equality, Diversity & Inclusion Policy will be circulated to all. In addition, the policy will be stored in the Dorset Council Policy Library, which is publicly available, a copy will also be available on the intranet.

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

Age:	Positive impact anticipated				
What age bracket does this affect?	All ages				
Please provide details:	<b>Population of Dorset Council area:</b>				
	The age profile for Dorset Council is as follows:				
	<b>Age</b>	<b>All Persons</b>	<b>% Age 0 to 15</b>	<b>% Age 16 to 64</b>	<b>% Persons Age 65+</b>

	376,480	15.9	55.4	28.6
Source: 2018 Mid-Year Estimates, Office for National Statistics				
<p>Dorset has a much greater proportion (29%) of the population aged 65 and over, higher than England and Wales (18%). Over the period 2008 - 2018, the number aged 65+ grew by 22,500 (up by 26%). However, the working age population dropped by 9,200 in Dorset and the number of children fell by 900.</p> <p>The number of children in Dorset is 59,900<sup>1</sup>. The number of 0-4-year olds is expected to decrease by about 600, but the number of 5-15-year olds will decrease by almost 100 between 2018 and 2028<sup>2</sup>. Dorset Council produces population projections which look forward 25 years and are revised on an annual basis. These projections can be used to anticipate local housing need and inform local plans which identify land for housing. The projections also help with school place planning - a growing population of children creates a demand for school places and support services. The ageing population can affect housing supply and demand by continuing to live in under-occupied homes, either from preference or because they require or requiring specially designed dwellings.</p> <p>The State of Dorset 2019<sup>3</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 Council works with partners to secure external funding for initiatives to upskill the workforce and help people into employment.</p> <p>To support the growing number of older people, Dorset is helping people plan for their future care needs with a campaign: Prepare to Live Better, the council also provides advice and support to carers.</p> <p>Dorset Council has also created Family Partnership Zones, to ensure that children and families get help and support when needed, working in local communities and with a variety of partners to ensure positive outcomes for children and young people.</p>				
<b>Dorset Council Workforce profile:</b>				
<b>Age</b>	<b>Number</b>	<b>Percentage of Total</b>		
16-24	270	5.6%		
25-39	1,197	25.0%		
40-49	1,155	24.1%		
50-59	1,471	30.7%		
60-64	497	10.4%		
65+	197	4.1%		
<b>Total</b>	<b>4,787</b>			

<sup>1</sup> 2017 Mid-year estimates, 0-15-year-olds, ONS

<sup>2</sup> 2017-based trend population projections, ONS

<sup>3</sup> State of Dorset, 2019; Dorset Council

	<p>The Equality, Diversity &amp; Inclusion Policy will be relevant equally to all employees, regardless of their age. The policy has several aims and for our employees, we aim to:</p> <ul style="list-style-type: none"> <li>• recruit and retain a workforce that reflects the diversity of Dorset</li> <li>• welcome the contribution made by the experience, knowledge and skills that a diverse workforce brings</li> <li>• provide all employees with access to learning and development opportunities</li> <li>• ensure that equality, diversity and inclusion is an integral part of the council's induction for all new employees and members</li> <li>• provide an environment free from harassment, discrimination, victimisation and bullying</li> <li>• use our behaviours framework to promote dignity and respect</li> <li>• take seriously any employee grievance concerning harassment, discrimination, victimisation and bullying, this may involve the use of the council's other policies such as Dignity at work, Grievance policy, recruitment and selection policies.</li> </ul> <p>By its very nature, an Equality, Diversity &amp; inclusion Policy is anticipated to have a positive impact on people with protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and particularly the Public Sector Equality Duty.</p> <p>In addition, Dorset Council undertakes Equality Impact Assessments (EqIAs) on new or changing policies, projects, strategies or service design initiatives. This process is designed to assess the impact a policy, project, strategy, service or proposal is likely to have on different groups of people including employees, residents and customers. An EqIA helps to consider the actual or potential impact of our activities and decisions on people using an evidence-based approach. As a result of the EqIA, officers can make changes which aim to maximise potential benefits and mitigate the negative impacts.</p>
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Disability:	Positive impact anticipated		
Does this affect a specific disability group?	No		
Please provide details:	<b>Population of Dorset Council area:</b>		
	The disability profile for Dorset Council is as follows:		
	<b>Category</b>	<b>Number</b>	<b>%</b>
	All Usual Residents	365,153	
	Day to day activities limited a lot	30,710	8%
	Day to Day Activities Limited a little	41,457	11%
Source: Census 2011, Office for National Statistics			

One in five of Dorset's population consider that they have a long-term health problem or disability<sup>4</sup>. In former council area of Weymouth and Portland this accounts for 22% of residents, compared to former North Dorset council area with 18%.

In addition, the number of residents with a disability, claiming disability benefits is 4.6% in the Dorset Council area, but the former local authority areas of Weymouth & Portland which 6.1% and Purbeck is 3.9%<sup>5</sup>.

**Dorset Council Workforce profile:**

The disability profile is as follows:

Disability	Number	Percentage of Total
Disabled	136	2.8%
Not declared	1,448	30.2%
Not disabled	2,902	60.6%
Prefer not to say	301	6.3%
<b>Total</b>	<b>4,787</b>	

Only 2.8% of our workforce have identified themselves as disabled, this fits with many organisations (nationally) who have similar declared rates of disability. This figure is significantly lower than the Dorset and national average (19%)<sup>6</sup>. Dorset Council recognise that more work needs to be undertaken to encourage disabled people to share their data and for the council to raise awareness and understanding of non-visible disabilities.

The Equality, Diversity & Inclusion Policy will be relevant to all employees. The policy has several aims and for our employees, some are mentioned in the protected characteristics age and in addition we aim to:

- make reasonable adjustments to support current employees and potential employees
- guaranteeing to offer an interview to all disabled applicants who fulfil the essential criteria for a post

As a council we have a legal obligation under the Equality Act 2010 to make reasonable adjustments to reduce or remove disadvantage faced by a disabled employee/potential employee compared to a non-disabled employee.

The Government's Disability Confident Scheme is an initiative that helps employers commit to attracting, recruiting and retaining people with disabilities, the scheme has three levels.

Dorset Council has achieved Disability Confident Committed Status (Level 1), this means we are committed to:

- ensuring our recruitment process is inclusive and accessible
- communicating and promoting vacancies

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

<sup>5</sup> Dorset Council, State of Dorset 2019

<sup>6</sup> Disability facts and figures, Scope; 2019



	<ul style="list-style-type: none"> <li>• offering an interview to disabled people who meet the minimum criteria for the job</li> <li>• supporting any existing employee who acquires a disability or long-term condition, enabling them to stay in work</li> </ul> <p>The council is just starting the work to achieve Level 2 - Disability Confident Employer.</p> <p>As a council we have an in-house employee wellbeing service, linking with an external provider Steps 2 Wellbeing, to provide talking therapy services to employees. We also have a programme of work to raise awareness of mental health issues this includes the roll out of Mental Health First Aid training, recruiting volunteers in the workplace, who will act as a point of contact, signpost to professional support and encourage healthy mental health conversations.</p> <p>In addition, work is just commencing to develop employee networks, existing staff support groups from the legacy councils are working to develop these networks and look at how they will link to the Council's People Strategy and Well-being Strategy. These networks will include disability and mental health.</p> <p>As mentioned in the final paragraph of the protected characteristics Age, an Equality, Diversity &amp; Inclusion Policy is anticipated to have a positive impact on people with protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty. In addition, Dorset Council undertakes EqlAs which is a process designed to ensure that any new or changing policies, projects, plans and strategies does not discriminate against people with protected characteristics.</p>
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Gender Reassignment & Gender Identity:	Positive impact anticipated
Please provide details:	<p><b>Population of Dorset Council area:</b> Robust statistical data at a Local Authority level on Sexual Orientation and Gender Identity does not currently exist apart from data on couples living in a same sex relationship from the Census 2011 (see sexual orientation).</p> <p>Nationally, data is also very limited on people who identify as Transgender and non-binary. Recent research by Stonewall and YouGov<sup>7</sup> focused on the experiences of more than 800 trans and non-binary people. This research found that hate crime and discrimination against trans people in the workplace, on the streets and in healthcare is widespread. Two in five trans people had to deal with a hate crime or incident in the year that the research was undertaken (2017). The research also found that trans and non-binary people hide or disguise who they truly are in the workplace and one in eight who responded to the survey have been physically attacked by a colleague or a customer.</p>

<sup>7</sup> LGBT - Trans report, Stonewall; 2018

	<p>Dorset Council participates in the Stonewall Workplace Equality Index, this index is a benchmarking exercise carried out by Stonewall across the private and public sector, for employers to understand how they are progressing in making a more inclusive workplace for those identifying as LGBTQ+. Some of this work includes how we engage with the LGBTQ+ community within Dorset. As part of our community engagement work, we are developing relationships locally with organisations such as Chrysalis (Gender Identity charity), Intercom Trust and LGB&amp;T Dorset Equality Network.</p> <p><b>Dorset Council Workforce profile:</b> Dorset Council does not currently collect data on employees for this category.</p> <p>As mentioned above the council participates in the Stonewall Workplace Equality Index, this work includes ensuring that we have effective policies and practice in place to support colleagues who may transition. These policies include guidance for managers and colleagues of those individuals. In addition, as a council we offer the following two courses:</p> <ul style="list-style-type: none"> <li>• Trans Awareness - online learning module available to all</li> <li>• Introduction into Trans Awareness within children &amp; young people - one day workshop for employees in Children's Services</li> </ul> <p>As we develop as a council and review our policies and practices, we will ensure that we avoid using gender-specific language in policies. We also want to encourage the use of appropriate pronouns, so our employees can let people know how they would like to be referred to, without assumptions being made.</p> <p>The Equality, Diversity &amp; Inclusion Policy will be relevant equally to all employees, regardless of their gender identity and specifically in our policy: As an employer we will also aim to:</p> <ul style="list-style-type: none"> <li>• provide support to employees who are undertaking the process of gender re-assignment</li> <li>• ensure that managers with responsibility for recruitment and selection do not discriminate unfairly.</li> <li>• incorporate legislative requirements and best practice to all our employment policies and procedures and support these with appropriate and accessible guidance.</li> </ul> <p>Dorset Council has developed guidance entitled 'Transitioning at Work' which is available on the intranet and via Human Resources. As part of policy review, this guidance will be reviewed and updated if necessary.</p> <p>As mentioned in the final paragraph of the protected characteristics Age, an Equality, Diversity &amp; Inclusion Policy is anticipated to have a positive impact on people with people protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty. In addition,</p>
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Pregnancy and maternity:	Positive impact anticipated
Please provide details:	<p><b>Population of Dorset Council area:</b> Research from Dorset Clinical Commissioning Group (CCG) in 2014 suggested that the number of births in Dorset local authority area (formerly Dorset County Council area) was decreasing slightly year on year from 3734 in 2008 to 3658 in 2011 and with the proportion of Dorset women aged 15 to 44 to decrease by 2020 this may indicate a decrease in birth-rate in the future.</p> <p><b>Dorset Council Workforce profile:</b> Dorset Council has 88 employees on maternity leave since 1 April 2019. Dorset council will need to ensure employees returning from maternity leave (and as part of good practice shared parental and adoption leave) are aware of the new policy.</p> <p>As mentioned in the final paragraph of the protected characteristics Age, an Equality, Diversity &amp; Inclusion Policy is anticipated to have a positive impact on people with people protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty. In addition, Dorset Council undertakes EqlAs which is a process designed to ensure that any new or changing policies, projects, plans and strategies does not discriminate against people with protected characteristics.</p>

Race and Ethnicity:	Positive impact anticipated										
Please provide details:	<p><b>Population of Dorset Council area:</b> Dorset has much lower levels (4.4%) of Black, Asian and Minority Ethnic (BAME) residents than the country as a whole (19.5%). The highest proportion of Dorset's BAME population are classified as 'White Other' who make up approximately 41% of Dorset's BAME population.<sup>8</sup> This classification includes people who identify as white but who do not have UK national identity.</p> <table border="1"> <thead> <tr> <th>Race &amp; Ethnicity</th><th>%</th></tr> </thead> <tbody> <tr> <td>All Residents</td><td>365,153</td></tr> <tr> <td>White British &amp; Northern Irish</td><td>95.6</td></tr> <tr> <td>White: Gypsy or Irish Traveller</td><td>0.1</td></tr> <tr> <td>Other White</td><td>2.3</td></tr> </tbody> </table>	Race & Ethnicity	%	All Residents	365,153	White British & Northern Irish	95.6	White: Gypsy or Irish Traveller	0.1	Other White	2.3
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<sup>8</sup> Census 2011, ONS

Mixed/Multiple Ethnic Groups	0.8
Asian/Asian British	0.9
Black/African/Caribbean/Black British	0.2
Other Ethnic group	0.1
Source: Census 2011, Office for National Statistics	

As a council we work collaboratively with pan Dorset partnerships such as the Gypsy & Traveller Liaison Group, Prejudice Free Dorset (promoting inclusive communities across Dorset). Currently, through our discretionary funding programmes we have funded equality focused organisations such as Dorset Race Equality Council, Kushti Bok and South West Dorset Multicultural Network. We have also procured training services from Kushti Bok (Gypsy & Traveller led organisation) to provide awareness training to employees in Children's Services.

As a council we support several initiatives and events such as Gypsy, Roma & Traveller History Month, Holocaust Memorial Day and Black History Month.

**Dorset Council Workforce profile:**  
The profile of Dorset Council workforce profile is as follows:

Ethnicity	Number	Percentage of Total
White British	3,453	72.1%
BAME (Black, Asian Minority Ethnic)	176	3.7%
Prefer Not to Say	348	7.3%
Not declared	810	16.9%
<b>Total</b>	<b>4,787</b>	

As an employer we are conscious that over 16% of our workforce have not declared their ethnicity and over 7% would prefer not to say. Dorset Council recognise that more work needs to be done to encourage people to share their data and this needs to be a priority in the year ahead.

In addition, the council recognises more work is needed in challenging racism in the workplace and making assumptions about people's ethnicity, origin and background. Through the People Strategy and the Behaviour Framework being developed within the council, training around unconscious bias is being explored and will be a priority for the council in the year ahead.

As mentioned in the final paragraph of the protected characteristics Age, an Equality, Diversity & Inclusion Policy is anticipated to have a positive impact on people with people protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty. In addition, Dorset Council undertakes EqlAs which is a process designed to ensure that any

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Religion or belief:	Positive impact anticipated																																
Please provide details:	<b>Population of Dorset Council area:</b> The profile of Dorset is as follows:																																
	<table><tr><th>Religion or Belief</th><th>%</th></tr><tr><td>All Residents</td><td>365,153</td></tr><tr><td>Christian</td><td>65.1</td></tr><tr><td>Buddhist</td><td>0.3</td></tr><tr><td>Hindu</td><td>0.1</td></tr><tr><td>Jewish</td><td>0.1</td></tr><tr><td>Muslim</td><td>0.3</td></tr><tr><td>Sikh</td><td>0</td></tr><tr><td>Other Religion</td><td>0.5</td></tr><tr><td>No Religion</td><td>25.4</td></tr><tr><td>Religion Not Stated</td><td>8</td></tr></table>	Religion or Belief	%	All Residents	365,153	Christian	65.1	Buddhist	0.3	Hindu	0.1	Jewish	0.1	Muslim	0.3	Sikh	0	Other Religion	0.5	No Religion	25.4	Religion Not Stated	8										
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Just over 1% of the population identify with other religions including Islam, Buddhism, Hinduism, Judaism and Sikhism and these tend to be concentrated in Dorset towns; Weymouth has just over 300 residents who identify with Islam. There are also concentrations around military establishments such as Blandford Camp where the Gurkhas and their families live who are predominantly Hindu.																																	
The Council has regular contact with some faith organisations such as the Islamic Centre.																																	
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<table><tr><th>Religion</th><th>Number</th><th>Percentage of Total</th></tr><tr><td>Buddhist</td><td>7</td><td>0.1%</td></tr><tr><td>Christian</td><td>756</td><td>15.8%</td></tr><tr><td>Hindu</td><td>2</td><td>0.0%</td></tr><tr><td>Jewish</td><td>2</td><td>0.0%</td></tr><tr><td>Muslim</td><td>0</td><td>0.0%</td></tr><tr><td>None</td><td>565</td><td>11.8%</td></tr><tr><td>Not declared</td><td>3,258</td><td>68.1%</td></tr><tr><td>Other</td><td>36</td><td>0.8%</td></tr><tr><td>Prefer not to say</td><td>161</td><td>3.4%</td></tr><tr><td>Total</td><td>4,787</td><td></td></tr></table>	Religion	Number	Percentage of Total	Buddhist	7	0.1%	Christian	756	15.8%	Hindu	2	0.0%	Jewish	2	0.0%	Muslim	0	0.0%	None	565	11.8%	Not declared	3,258	68.1%	Other	36	0.8%	Prefer not to say	161	3.4%	Total	4,787	
Religion	Number	Percentage of Total																															
Buddhist	7	0.1%																															
Christian	756	15.8%																															
Hindu	2	0.0%																															
Jewish	2	0.0%																															
Muslim	0	0.0%																															
None	565	11.8%																															
Not declared	3,258	68.1%																															
Other	36	0.8%																															
Prefer not to say	161	3.4%																															
Total	4,787																																
As an employer we are conscious that over 68% of our workforce have not declared any religion or belief. Dorset Council recognise that more work needs to be done to encourage people to share their data and this needs to be a priority in the year ahead.																																	

	<p>As an employer and linking with other emerging policies such as the behaviour framework, we need to consider how we raise awareness and understanding of different faiths and beliefs and embrace initiatives such as Multi-Faith week. There is also a need to link with other policies/initiatives such as smarter working and flexible working which can help employees participate in religious/belief events this can help with a work/life balance.</p> <p>As mentioned in the final paragraph of the protected characteristics Age, an Equality, Diversity &amp; Inclusion Policy is anticipated to have a positive impact on people with people protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty. In addition, Dorset Council undertakes EqlAs which is a process designed to ensure that any new or changing policies, projects, plans and strategies does not discriminate against people with protected characteristics.</p>
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Sexual orientation:	Positive impact anticipated																											
Please provide details:	<b>Population of Dorset Council area:</b> Robust statistical data at a Local Authority level on Sexual Orientation and Gender Identity does not currently exist apart from data on couples living in a same sex relationship from the Census 2011 (as listed in the table below).																											
	<table><tr><th>Sexual Orientation</th><th>Number</th><th>%</th></tr><tr><td>All categories Living arrangements</td><td>297,603</td><td></td></tr><tr><td>Living in a couple: In a registered same-sex civil partnership or cohabiting (same-sex)</td><td>1,866</td><td>0.63</td></tr></table>	Sexual Orientation	Number	%	All categories Living arrangements	297,603		Living in a couple: In a registered same-sex civil partnership or cohabiting (same-sex)	1,866	0.63																		
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	Living in a couple: In a registered same-sex civil partnership or cohabiting (same-sex)	1,866	0.63																									
Source: Census 2011, Office for National Statistics																												
According to Office for National Statistics (ONS) data released in 2019 (see the table below), the proportion of the UK population aged 16 years and over identifying as heterosexual or straight has decreased from 94.4% in 2012 to 93.2% in 2017. The same data estimated in 2017 1.1 million people aged 16 years and over identifying as LGB out of a UK population aged 16 years and over of 52.8 million.																												
<table><tr><th>Sexual orientation</th><th>2015</th><th>2016</th><th>2017</th></tr><tr><td>Heterosexual or straight</td><td>93.7</td><td>93.4</td><td>93.2</td></tr><tr><td>Gay or lesbian</td><td>1.1</td><td>1.2</td><td>1.3</td></tr><tr><td>Bisexual</td><td>0.6</td><td>0.8</td><td>0.7</td></tr><tr><td>Lesbian, gay or bisexual (LGB)</td><td>1.8</td><td>2.0</td><td>2.0</td></tr><tr><td>Other</td><td>0.4</td><td>0.5</td><td>0.6</td></tr><tr><td>Do not know or refuse</td><td>4.1</td><td>4.1</td><td>4.1</td></tr></table>	Sexual orientation	2015	2016	2017	Heterosexual or straight	93.7	93.4	93.2	Gay or lesbian	1.1	1.2	1.3	Bisexual	0.6	0.8	0.7	Lesbian, gay or bisexual (LGB)	1.8	2.0	2.0	Other	0.4	0.5	0.6	Do not know or refuse	4.1	4.1	4.1
Sexual orientation	2015	2016	2017																									
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Other	0.4	0.5	0.6																									
Do not know or refuse	4.1	4.1	4.1																									
Source: Office for National Statistics - Annual Population Survey; 2019 (Totals may not add up to 100 due to rounding up)																												
The data also identified that males (2.3%) were more likely to identify as LGB than females (2018) in 2017.																												

Dorset Council participates in the Stonewall Workplace Equality Index, this index is a benchmarking exercise carried out by Stonewall across the private and public sector, for employers to understand how they are progressing in making a more inclusive workplace for those identifying as LGBTQ+. Some of this work includes how we engage with the LGBTQ+ community within Dorset. As part of our community engagement work, we are developing relationships locally with organisations such as Intercom Trust, LGB&T Dorset Equality Network and Weymouth Gay Group.

This year the first Pride festival/parade took place in the Dorset Council area, taking in Weymouth & Portland, this event was an opportunity the LGBTQ+ community and the visibility of this community in Dorset. Dorset Council took an active role by participating in the Pride parade and allocating some funding to the event.

Children's Services have funded SPACE LGBTQ+ youth project to run regular youth groups across the Dorset Council for lesbian, gay, bisexual and questioning young people.

#### **Dorset Council Workforce profile:**

The profile of Dorset Council workforce profile is as follows:

<b>Sexual Orientation</b>	<b>Number</b>	<b>% of Total</b>
Bisexual	9	0.2%
Gay/lesbian	32	0.7%
Heterosexual	1,862	38.9%
Other	11	0.2%
Prefer not to say	278	5.8%
Not declared	2,595	54.2%
<b>Total</b>	<b>4,787</b>	

As an employer Dorset Council is that over half of our employees have not declared their sexual orientation and 6% would prefer not to say. We recognise that more work needs to be done to encourage people to share their data and feel safe in sharing data and this needs to be a priority in the year ahead.

In addition, the council recognises more work is needed in challenging homophobia, biphobia and transphobia in the workplace and making assumptions on people's sexual orientation. Through the People Strategy and the Behaviour Framework being developed within the council, training around unconscious bias is being explored and will be a priority for the council in the year ahead.

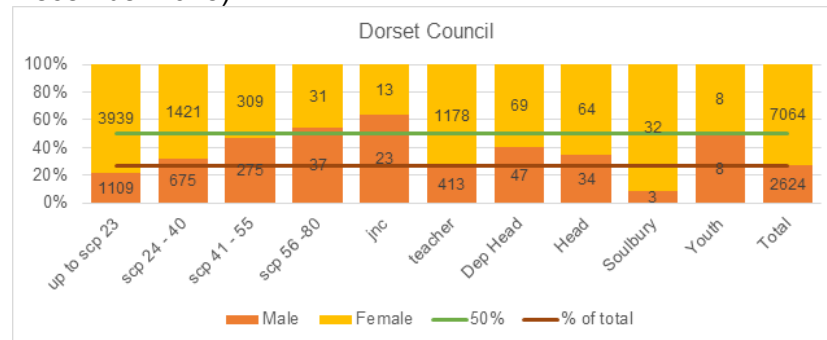
As mentioned above the council participates in the Stonewall Workplace Equality Index, this work includes ensuring that we have effective policies and practice in place to support our LGBTQ+ colleagues. Dorset Council should receive the results of its Stonewall submission in January 2020. Following on from this a feedback meeting is held with Stonewall and Dorset Council will then create a Stonewall Development Plan to look at what improvements the council can make.

	<p>In addition, work is just commencing to develop employee networks, existing staff support groups from the legacy councils are working to develop these networks and look at how they will link to the Council's People Strategy and Well-being Strategy. These networks will include LGBT+</p> <p>As mentioned in the final paragraph of the protected characteristics Age, an Equality, Diversity &amp; Inclusion Policy is anticipated to have a positive impact on people with protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty. In addition, Dorset Council undertakes EqlAs which is a process designed to ensure that any new or changing policies, projects, plans and strategies does not discriminate against people with protected characteristics.</p>
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Sex:	Positive impact anticipated												
Please provide details:	<b>Population of Dorset Council area:</b> The profile of Dorset is as follows:												
	<table><tr><th>Sex</th><th>All Persons</th><th>All males (number &amp; %)</th><th>All females (number &amp; %)</th></tr><tr><td></td><td>375,051</td><td>183,388 48.9</td><td>191,663 51.1</td></tr></table>	Sex	All Persons	All males (number & %)	All females (number & %)		375,051	183,388 48.9	191,663 51.1				
	Sex	All Persons	All males (number & %)	All females (number & %)									
		375,051	183,388 48.9	191,663 51.1									
	Source: Census 2011, Office for National Statistics												
Dorset has a slightly higher female population with 105 females for every 100 males in Dorset.													
<b>Dorset Council Workforce profile:</b> The profile of Dorset Council workforce profile is as follows:													
	<table><tr><th>Sex</th><th>Number</th><th>Percentage of Total</th></tr><tr><td>Female</td><td>2,971</td><td>62.1%</td></tr><tr><td>Male</td><td>1,816</td><td>37.9%</td></tr><tr><td>Total</td><td>4,787</td><td></td></tr></table>	Sex	Number	Percentage of Total	Female	2,971	62.1%	Male	1,816	37.9%	Total	4,787	
Sex	Number	Percentage of Total											
Female	2,971	62.1%											
Male	1,816	37.9%											
Total	4,787												
	Dorset Council has a higher proportion of females working at the council. The graph below (taken from Equality Impact Assessment, March 2019) details the female/male split of full time, part time and school hour employees. Please note that ‘part time’ can mean anything less than standard full-time hours (37 hours per week).												
	<table><thead><tr><th>Category</th><th>Female</th><th>Male</th></tr></thead><tbody><tr><td>full time</td><td>1400</td><td>1500</td></tr><tr><td>part time</td><td>4300</td><td>600</td></tr><tr><td>School</td><td>1300</td><td>500</td></tr></tbody></table>	Category	Female	Male	full time	1400	1500	part time	4300	600	School	1300	500
Category	Female	Male											
full time	1400	1500											
part time	4300	600											
School	1300	500											



The graph below details the sex breakdown across the pay grades (this graph does include schools, so the number of employees is increased to just under 10,000 employees, this data was collected December 2018):



Generally, where the highest numbers of people are employed (up to SCP 40 and teachers) the male/female ratio is broadly in line with the general male/female employee ratio within the council. However, in the following posts; above SCP 40, JNC, and youth worker, there are disproportionately higher numbers of men, and in Soulbury posts there are higher proportions of women; these posts however represent a relatively small proportion of the overall workforce.

All employers with a workforce of 250 or more must publish information on their gender pay gap every year, this started in 2018. As Dorset Council was established on the 1 April 2019, no gender pay gap reporting has taken place, information is currently being collated for the submission deadline of 31 March 2020, Information about gender pay gap reporting in the legacy councils is available on the [Dorset Council website](#).

Dorset Council recognises more work is needed in challenging sexism in the workplace and making assumptions about people's roles or presuming employees do not need appropriate equipment or clothing for their sex e.g. Personal Protective Equipment (PPE), there is a need to have the right clothing/equipment for the individual person.

Through the People Strategy and the Behaviour Framework being developed within the council, training around unconscious bias is being explored and will be a priority for the council in the year ahead.

As mentioned in the final paragraph of the protected characteristics Age, an Equality, Diversity & Inclusion Policy is anticipated to have a positive impact on people with protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty. In addition, Dorset Council undertakes EqlAs which is a process designed to ensure that any new or changing policies, projects, plans and strategies does not discriminate against people with protected characteristics.

Marriage or civil partnership:	Positive impact anticipated										
Please provide details:	<p><b>Population of Dorset Council area:</b> The profile of Dorset is as follows:</p> <table border="1"> <thead> <tr> <th>Marriage/Civil Partnership</th><th>%</th></tr> </thead> <tbody> <tr> <td>All Residents, 16 years + (Count)</td><td>305,307</td></tr> <tr> <td>Married</td><td>54.2</td></tr> <tr> <td>Same Sex Civil Partnership</td><td>0.2</td></tr> <tr> <td colspan="2">Source: Census 2011, Office for National Statistics</td></tr> </tbody> </table> <p><b>Dorset Council Workforce profile:</b> We do not have this data for employees, the policy will be applied equally to all employees regardless of their marriage or civil partnership status. With the development of this policy and other policies such as our behaviour framework, and our work with Stonewall we should be celebrating the diversity of relationships and not making assumptions and any marketing materials should be reflective of different protected characteristic groups.</p>	Marriage/Civil Partnership	%	All Residents, 16 years + (Count)	305,307	Married	54.2	Same Sex Civil Partnership	0.2	Source: Census 2011, Office for National Statistics	
Marriage/Civil Partnership	%										
All Residents, 16 years + (Count)	305,307										
Married	54.2										
Same Sex Civil Partnership	0.2										
Source: Census 2011, Office for National Statistics											

Carers	Positive impact anticipated																								
Please provide details:	<b>Population of Dorset Council area:</b>																								
	The profile of Dorset is as follows:																								
	<table><tr><td></td><td><b>Number</b></td><td><b>%</b></td></tr><tr><td><b>All categories: Provision of unpaid care</b></td><td>365,153</td><td></td></tr><tr><td>Provides no unpaid care</td><td>321,819</td><td></td></tr><tr><td>Provides Unpaid Care</td><td>43,334</td><td>11.9</td></tr><tr><td>Provides 1 to 19 hours unpaid care a week</td><td>29,429</td><td>8.1</td></tr><tr><td>Provides 20 to 49 hours unpaid care a week</td><td>4,770</td><td>1.3</td></tr><tr><td>Provides 50 or more hours unpaid care a week</td><td>9,135</td><td>2.5</td></tr><tr><td colspan="3">Source: Census 2011, Office for National Statistics</td></tr></table>		<b>Number</b>	<b>%</b>	<b>All categories: Provision of unpaid care</b>	365,153		Provides no unpaid care	321,819		Provides Unpaid Care	43,334	11.9	Provides 1 to 19 hours unpaid care a week	29,429	8.1	Provides 20 to 49 hours unpaid care a week	4,770	1.3	Provides 50 or more hours unpaid care a week	9,135	2.5	Source: Census 2011, Office for National Statistics		
		<b>Number</b>	<b>%</b>																						
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	Provides 50 or more hours unpaid care a week	9,135	2.5																						
Source: Census 2011, Office for National Statistics																									
Dorset Council are conscious that caring affects mental and physical health as well as employment and can lead to poorer health outcomes and increased use of health and social care interventions. Dorset Council recognises the huge value that carers add to the local economy and offers support and advice to carers and families by providing breaks for carers and help in an emergency.																									
<b>Dorset Council Workforce profile:</b>																									
At present, Dorset Council does not collect data on employees who are also carers. However, we believe that a number of our employees will be carers and more work needs to be undertaken to understand this better and how can support employees.																									

	<p>There is also a need to link with other policies/initiatives such as flexible working and family friendly which can help employees with a work/life balance.</p> <p>In addition, work is just commencing to develop employee networks, existing staff support groups from the legacy councils are working to develop these networks and look at how they will link to the Council's People Strategy and Well-being Strategy. These networks will include Carers.</p> <p>As mentioned in the final paragraph of the protected characteristics Age, an Equality, Diversity &amp; Inclusion Policy is anticipated to have a positive impact on people with protected characteristics. The policy provides the framework to ensure compliance with the Equality Act 2010 and Public Sector Equality Duty. In addition, Dorset Council undertakes EqlAs which is a process designed to ensure that any new or changing policies, projects, plans and strategies does not discriminate against people with protected characteristics, included in our EqlA template are local characteristics, this is to ensure we give due regard to local issues.</p>
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Rural isolation:	Positive impact anticipated
Please provide details:	<b>Population of Dorset Council area:</b> To be completed:

Single parent families:	Positive impact anticipated																		
Please provide details:	<b>Population of Dorset Council area:</b>																		
	The profile of Dorset is as follows:																		
	<table><tr><td></td><td>Number</td><td>%</td></tr><tr><td>All households</td><td>158,738</td><td></td></tr><tr><td>Lone parent household total</td><td>12,110</td><td>7.6</td></tr><tr><td>Lone parent household: 1 dependent child</td><td>4,259</td><td>2.7</td></tr><tr><td>Lone parent household: 2 or more dependent children</td><td>3,355</td><td>2.1</td></tr><tr><td>Lone parent household: 2 or more dependent children</td><td>4,496</td><td>2.8</td></tr></table>		Number	%	All households	158,738		Lone parent household total	12,110	7.6	Lone parent household: 1 dependent child	4,259	2.7	Lone parent household: 2 or more dependent children	3,355	2.1	Lone parent household: 2 or more dependent children	4,496	2.8
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	Source: Census 2011, Office for National Statistics																		
Dorset Council anticipates that this will be a positive impact, as single parent families are included in our EqlA template as a local characteristic, this is to ensure we give due regard to local issues. An EqlA is a process designed to ensure that any new or changing policies, projects, plans and strategies does not discriminate against people with protected characteristics.																			
<b>Dorset Council Workforce profile:</b>																			

	<p>At present, Dorset Council does not collect data on single parent families.</p> <p>We need to link with other policies/initiatives such as flexible working and family friendly which can help employees with a work/life balance. In addition, our work with Stonewall and its Workplace Equality Index will enable us to consider an action plan to review family friendly policies, which will include a language review to avoid gender-specific language.</p>
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Poverty (social & economic deprivation):	Positive for Dorset Council area Unclear for Dorset Council																																							
Please provide details:	<b>Population of Dorset Council area:</b>																																							
	The profile of Dorset is as follows:																																							
	<table><tr><th rowspan="2">Category</th><th colspan="2">Dorset Council area</th><th colspan="2">England &amp; Wales</th></tr><tr><th>Number</th><th>%</th><th>Number</th><th>%</th></tr><tr><td>Household not deprived in any dimension</td><td>71,760</td><td>45.2</td><td>9,893,773</td><td>42.3</td></tr><tr><td>Household deprived in 1 dimension</td><td>54,652</td><td>34.4</td><td>7,620,164</td><td>32.6</td></tr><tr><td>Household deprived in 2 dimensions</td><td>26,796</td><td>16.9</td><td>4,512,853</td><td>19.3</td></tr><tr><td>Household deprived in 3 dimensions</td><td>5,078</td><td>3.2</td><td>1,217,061</td><td>5.2</td></tr><tr><td>Household deprived in 4 dimensions</td><td>452</td><td>0.3</td><td>122,193</td><td>0.5</td></tr><tr><td colspan="5">Source: Census 2011, ONS</td></tr></table>	Category	Dorset Council area		England & Wales		Number	%	Number	%	Household not deprived in any dimension	71,760	45.2	9,893,773	42.3	Household deprived in 1 dimension	54,652	34.4	7,620,164	32.6	Household deprived in 2 dimensions	26,796	16.9	4,512,853	19.3	Household deprived in 3 dimensions	5,078	3.2	1,217,061	5.2	Household deprived in 4 dimensions	452	0.3	122,193	0.5	Source: Census 2011, ONS				
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	Household deprived in 4 dimensions	452	0.3	122,193	0.5																																			
Source: Census 2011, ONS																																								
<b>Dorset Council Workforce profile:</b>																																								
To be completed																																								

Military families/veterans:	<i>Choose impact from the list above</i>
Please provide details:	<p><b>Population of Dorset Council area:</b></p> <p>To be completed</p>

## Step 4: Acton 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?
Policy to be agreed by councillors	Policy to be presented to Resources Scrutiny Committee on 26 November 2019, if agreed, the policy will then go to Cabinet on 10 December 2019	Susan Ward-Rice	26 November 2019 10 December 2019	Report going to committee and be published.
Communication of new policy	Comms to take place re the new policy, links to be created on the Dorset Council website, policy to be stored in the Dorset Council policy library	Susan Ward-Rice	30 January 2020	Copies of communications to be saved, checks that the policy is in the library.
Action Plan	Dorset Council Equality Scheme action plan to be updated to include the Equality policy, action plan to be reviewed to ensure actions include aims from the policy.	Susan Ward-Rice	28 February 2020	Action plan is be updated and published
Collecting employee equality data – encouraging a culture where information is shared	As part of other emerging council policies e.g. behaviour framework, people strategy, this has been identified as an issue, actions include: <ul style="list-style-type: none"> <li>Getting all employees onto the same HR system</li> <li>Sharing with employees the benefits of effective equality monitoring</li> <li>Encouraging employees to share and/or update data</li> <li>Council to use this information to gain a better understanding of how employees from all different backgrounds are being treated at work.</li> </ul>	Human Resources & Business Intelligence	31 August 2020	Baseline of number of people who already share data, setting an % to increase numbers sharing data. Quantity and quality of communications to encourage sharing of data.

Better awareness of invisible disabilities & neuro-diversity	<p>This to be linked to other pieces of work including Disability Confident and the Behaviour Framework, which will include:</p> <ul style="list-style-type: none"> <li>raising awareness of invisible disabilities and neuro-diversity</li> <li>training opportunities to understand invisible disabilities and neuro-diversity</li> </ul>	TBC - Learning & Development, HR, OD & Business Intelligence	1 April 2020	Number and type of awareness raising initiatives undertaken. Disability Confident Action Plan developed and including invisible disabilities and neuro-diversity.
Review of policy	The Equality, Diversity & Inclusion Policy to be reviewed and updated if required.	Susan Ward-Rice	November 2022	This will be monitored through the Dorset Council Equality Scheme Action Plan.

### Step 5: EqlA Sign Off

Officer completing this EqlA:	Susan Ward-Rice	Date:	06/11/19
Equality Lead:		Date:	
Directorate Board Chair:		Date:	