

Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the guidance on the intranet.

Initial Information

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Part 1: Background Information

Is this (please tick or expand the box to explain)

Existing	
Changing, updating or revision	
New or proposed	X
Other	

Is this (please tick or expand the box to explain)

Internal (employees only)	
External (residents, communities, partners)	
Both of the above	X

What is the name of your policy, strategy, project or service being assessed?

Dorset Council Equality, Diversity & Inclusion Strategy and Action Plan

What is the policy, strategy, project or service designed to do? (include the aims, purpose and intended outcomes of the policy)

This strategy sets out how the council will deliver equality, diversity and inclusion over the next three years (2021-2024), the action plan details the actual work that will be undertaken in the first year (2021-2022), this plan will then be reviewed and an updated action plan for year two will be published.

What is the background or context to the proposal?

Dorset Council is a relatively new council, formed in April 2019, when a local government reorganisation created a new council area.

Since the formation of Dorset Council there have been a number of initiatives, projects and general work to advance equality, diversity and inclusion. These include internal activities that relate to the council as an employer e.g.:

- gender pay gap reporting
- workforce equality monitoring data

- equality and diversity training (for councillors and employees)
- working with external bench marking organisations such as Disability Confident and Stonewall
- undertaking equality analysis of new or changing services, policies, projects etc

Externally, the council has also:

- engaged with partners on equality, diversity and inclusion issues including Gypsy & Traveller Liaison, anti-slavery, European Union Settlement Scheme and community safety.
- implemented an accessibility strategy for school age pupils with a disability
- worked with partners to deliver the Dorset Syrian Resettlement Programme

While there have been pockets of positive activity within the council, the council does not have an agreed vision or strategy in relation to equality, diversity and inclusion. In addition, significant events in the last year such as COVID-19 and its impact on different communities and the murders in America of George Floyd and many others has shone a light on the racism and discrimination people from Black, Asian and diverse communities face throughout the world.

Additionally, recent national reports such as [The McGregor-Smith Review](#) (2017) and Public Health England [Disparities in the risk and outcomes of Covid-19](#) (June 2020) also highlight people from Black, Asian and diverse communities are often treated differently or more likely to have negative experiences in the workplace and/or in accessing services.

During the pre-consultation and the consultation for this strategy, a number of organisations and individuals suggested that equality, diversity and inclusion was not visible in the council and that opportunities to show commitment and leadership were missed especially in relation to our response around Black Lives Matter.

Leading up to the formation of Dorset Council, advice was sought from the Equality and Human Rights Commission (EHRC) about what requirements should be in place in relation to the Public Sector Equality Duty on the 1 April 2019 when the council was formed. The EHRC advised that the council must prepare and publish one or more equality objectives, the commission recommended developing a small number of high-level objectives, which could be developed further as the council evolves. These equality objectives were agreed by the [Shadow Executive Committee](#) on the 14 January 2019.

These objectives are high-level and there has been little opportunity to review the objectives and develop an action plan. The introduction of this strategy and action plan will help in delivering actions in relation to our equality objectives, so providing a framework to ensure compliance with the Equality Act 2010 and the Public Sector Equality Duty.

If this equality, diversity and inclusion strategy and action plan is adopted, it is envisaged that a consistent approach to diversity and inclusion will be embedded in all aspects of engaging, consulting, planning, commissioning and delivery of services with and to our communities, and our employment practices within the organisation. As such, we anticipate that by its very nature the equality, diversity and inclusion strategy should not have any negative impacts on the protected characteristic groups listed in Part 4 of this impact assessment, for most if is anticipated there will be a positive impact.

It should also be noted that this strategy does not cover schools in Dorset. Schools including academies are subject to the Equality Act and the Public Sector Equality Duty and it is recommended by the EHRC that schools set out how they will comply with equality legislation and the Public Sector Equality Duty.

The strategy and action plan have been developed around the following:

- Theme - we have grouped work into five themes, which are used in the [Equality Framework for Local Government \(EFLG\)](#). We will use this framework to benchmark ourselves and as a tool to help us improve how we deliver services and be an employer of choice.
- Equality Objectives - The Equality Act 2010 requires us to have [equality objectives](#), these objectives are key areas we want to focus on.
- Dorset Council values and behaviours - as a new organisation in 2019 we defined our [principles and values](#) for our journey ahead.

Part 2: Gathering information

What sources of data, information, evidence and research was used to inform you about the people your proposal will have an impact on?

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 (2011-2018) taken from [Dorset Insight](#)
- State of Dorset 2019
- Dorset Council workforce profile data (August 2019)
- Stonewall Workplace Equality Index 2020 report
- [Equality Framework for Local Government](#)
- [LGBT - Trans Report](#), Stonewall; 2018
- [Gender Identity Update](#), ONS, 2019
- [Pan Dorset Maternity Strategy 2014-19](#), Dorset CCG; 2014

What did this data, information, evidence and research tell you?

Data about Dorset Council workforce:

The following data relates to all employees at Dorset Council but not school employees, as the Equality, Diversity & Inclusion Strategy does not include schools or academies or those working within them.

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

The data below was collected at two different times. The data for age, disability, ethnicity and sex were collected on the 1 November 2020. The data for sexual orientation and religion and belief were collected as part of an [EqIA](#) undertaken in August 2019.

Sex	Overall workforce (Amount/%)
Male	1,654 (36.88%)
Female	2,831 (63.12%)

Race and Ethnicity	Overall workforce (%)
White British	68.03%
White Other	2.52%
Black, Asian, Minority Ethnic	1.25%
Prefer not to say	8.18%
Not declared	20.02%

Disability	Overall workforce (%)
Disabled	2.70%
Not disabled	58.73%
Prefer not to say	6.62%
Not declared	31.95%

Age	Overall workforce (Amount/%)
14 – 24*	220 (4.91%)
25 – 39	1,069 (23.8%)
40 – 49	1,071 (23.8%)
50 – 59	1,427 (31.8%)
60 – 64	444 (9.90%)
65+	254 (5.66%)

* Employees aged between 14-16 are 'Casual Swim Helpers'

Sexual Orientation	Overall workforce (%)
Heterosexual	37.13
Lesbian / Gay	0.58
Bisexual	0.16
Other	0.27
Prefer not to say	7.04
Not declared	54.82

Religion and Belief	Overall workforce (%)
Christian	15.14
Buddhist	0.14
Hindu	0.02
Jewish	0.02
Muslim	0.02
Other	0.72
No religion	10.99
Prefer not to say	4.02
Not declared	68.93

As part of the action plan relating to the strategy, there is a specific action to improve collecting diversity data and improving the questions asked.

Data relating to the Dorset Council area:

Data on the population of Dorset can be found on [Dorset Insight](#). However, some of the key headlines are:

- Population total of 376,480 of which:
 - 51.1% is female (192,380)
 - 48.9% is male (184,100)
 - 28.6% is aged 65+ years (107,810)
 - 55.4% is aged between 16-64 years (208,740)
- 95.6% identify as White British
 - 4.4% identify as Black and minority ethnic
 - 1.7% main language is not English
 - in 2018 1,045 NINos (National Insurance numbers) were all allocated to adult overseas nationals this is a decline of 7.5% on the allocated in 2017
- 65.1% of the population identify as Christian
- 25.4% have no religion
- 80.9% of residents report having very good or good health

- 11.9% of residents provide unpaid care
- 182,677 residential properties in Dorset
 - 72.4% are owner occupied
 - 13.7% are privately rented
 - 40.5% of dwellings are detached and 15.6% are flats/maisonettes
- 15.2% have no car or van in the household
- 170,602 residents aged 16-74 in employment
- 4,491 households include an Armed forces person
- 12,110 parents identify as being a lone parent

It should be noted that for some of the protected characteristics listed in Part 4 of this EqIA, statistical data does not exist at a local authority area.

Is further information needed to help inform this proposal?

No

Part 3: Engagement and Consultation

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

The following activities have taken place:

Pre-consultation engagement events inform the draft documents and the formal consultation process:

- Briefing with Councillor Wharf (equality, diversity & inclusion portfolio holder)
- Dorset Council Internal Equality & Diversity Officer Group (2 October 2020)
- Pre-consultation engagement session with key Dorset equality organisations including Dorset Mental Health Forum, Dorset Polish Centre, Dorset Race Equality Council, Space Youth Project Dorset & Wilts Deaf Association and others
- Pre-consultation engagement session with unions (Unison & GMB - 7 October 2020)

Engagement activity:

- Information emails about the draft strategy, action plan and consultation were circulated to key Dorset equality organisations on 9 October, 19 October and 16 November 2020, those organisations were also asked to circulate and promote the survey if possible, through their networks
- Press release (12 October 2020)
- Social media messages (Facebook and Twitter at the launch and towards the end of the consultation period)
- Dorset Council intranet article for employees (12 October & 20 November 2020)
- Consultation engagement session with Unions including equality reps - Unison & GMB (18 November 2020)
- Attendance at Black Lives Matter Network, Bridport meeting (19 November 2020)
- Attendance and presentation at Forum for Equality & Diversity (17 November 2020)

Public consultation:

- A six-week public consultation (12 October to 22 November 2020)

The consultation was held online via the Dorset Council website, word copies of the strategy and action plan were included on the consultation page, this allowed the documents to be accessible.

In addition, alternative formats of the consultation and the draft documents would be made available if required and people could complete the survey by telephone., this information

was included in the press briefing. Due to current COVID restrictions surveys were unable to be left in council and public buildings such as libraries and local offices.

Public consultation feedback:

61 people responded from the consultation and this can be broken down into:

- 29 (51.8%) as a Dorset resident
- 4 (6.6%) as a representative of an organisation/community group/business
- 26 (42.6%) as a Dorset Council employee
- 2 (3.3%) other e.g. councillor

The consultation asked a mixture of rating scale questions and open-ended questions, respondents were to rate how well the council currently addresses equality, diversity and inclusion, to rating whether the strategy was a good document to guide Dorset Council's actions in the future. Open ended questions asked respondents in what areas was both the strategy and action plan both strong and weak.

The response was broadly positive and showed that:

- 29% of respondents felt the council addresses EDI well or very well currently
- 56% felt that the draft strategy was a good document to guide the EDI work
- 54% of respondents agreed that the action plan was a good document to guide the council's actions in the future

Respondents also made a number of suggestions for the action plan which included:

- work with commissioning and procurement to ensure local suppliers are considering EDI
- work with the trade unions on an initiative aimed at closing the gender pay gap
- use complaints data to understand EDI complaints
- consider additional policies and guidance around domestic abuse and menopause

Other suggestions made that haven't included in the action plan, as they were not considered appropriate or the work was already being done elsewhere in the council or will be included in other pieces of work already listed in the action plan.

The diversity of the respondents can be broken down into the following (using %):

Age

- 1.7% 18-24
- 10.2% 25-34
- 18.6% 35-44
- 20.3% 45-54
- 18.6% 55-64
- 16.9% 65 or over
- 13.6% prefer not to say

Gender identity:

- 32.2% male
- 50.8% female
- 3.4% prefer to self-describe
- 13.6% prefer not to say

Disability:

- 68.4% did not consider themselves disabled whilst 22.8% did.

Race & Ethnicity:

- 81.4% White British
- 1.7% White Irish

- 3.4% Gypsy/Irish Traveller
- 1.7% Other mixed background
- 10.2% prefer not to say

Sexual orientation:

- 5.3% Bi
- 1.8% Gay/Lesbian
- 66.7% Heterosexual/Straight
- 8.8% I use another term
- 17.5% Prefer not to say

Religion and Belief

- 31.6% Christian
- 3.5% Hindu
- 38.6% No religion
- 3.5% Other
- 22.8% Prefer not to say

In addition to the formal consultation, officers received email responses from voluntary and community organisations and the trade unions.

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

Respondents on to the public consultation were asked how they would like to be kept informed of the progress and 18 said they would like to be involved. Participants attending the Forum for Equality & Diversity suggested using this forum as way of keeping organisations updated on progress. Other suggestions also included regular updates in the Dorset Council newsletter which goes out quarterly.

Performance measures are also being included in the action plan and these will be monitored by the senior leadership team through its performance management process.

Please refer to the Equality Impact Assessment Guidance before completing this section.

Not every proposal will require an EqIA. If you decide that your proposal does **not** require an EqIA, it is important to show that you have given this adequate consideration. The data and research that you have used to inform you about the people who will be affected by the policy should enable you to make this decision and whether you need to continue with the EqIA.

Please tick the appropriate option:

An EqIA is required (please continue to Part 4 of this document)	X
An EqIA is not required (please complete the box below)	

Part 4: Analysing the impact

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"> • the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
Negative Impact	<ul style="list-style-type: none"> • Protected characteristic group(s) could be disadvantaged or discriminated against
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:	<i>positive</i>
What age bracket does this affect?	all ages
Please provide details:	<p>Dorset Council employees: The Equality, Diversity & Inclusion Strategy and action plan is relevant to all employees regardless of their age. The strategy has several actions which target all employees which include:</p> <ul style="list-style-type: none"> • use employee diversity and gender pay gap data to work towards improving how representative the workforce is. • reviewing and monitoring our recruitment processes for unconscious bias • establish a role models and allies programme to highlight different protected characteristics. • offer a suite of equality and diversity learning and development opportunities to all employees. <p>Dorset Council area: The action plan is grouped into themes based on the Equality Framework for Local Government, this includes a specific theme: 'understanding and working with our communities' which focuses on community engagement, fostering good community relations and participation in public life.</p> <p>As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p> <p>This strategy reinforces the need to build relationships and work with our communities, so we can understand their needs now and in the future through effective community engagement</p>

	<p>with all protected characteristic groups and good partnership working. Some of the feedback from the consultation stressed the importance of engaging with young people and thinking about different engagement methods.</p> <p>The action plan includes specific actions for how we will work with our communities e.g.:</p> <ul style="list-style-type: none"> • provide public information in the most appropriate and accessible way • embed equality monitoring within Dorset Council to improve our evidence base • promote and support key diversity days and events. • initiatives to encourage diverse communities to get involved in local democracy e.g. becoming a councillor, school governor etc <p>The strategy and action plan will also link with other council strategies e.g. Community Safety Strategy, Children and Young People's Plan and the Council Plan.</p>
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<p>Disability: (including physical, mental, sensory and progressive conditions)</p>	<p><i>positive</i></p>
<p>Does this affect a specific disability group?</p>	<p>No</p>
<p>Please provide details:</p>	<p>Dorset Council employees: Only 2.75% 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%)¹. 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 and a specific action around this is included in the plan.</p> <p>The action plan has a number of other actions in relation to disability we aim to:</p> <ul style="list-style-type: none"> • Become a Disability Confident Employer (level 2) - this government scheme helps employers commit to attracting, recruiting and retaining people with disabilities. • Continue to be part of Mindful Employer and share their resources • launch and develop employee networks • use employee diversity and gender pay gap data to work towards improving how representative the workforce is. • reviewing and monitoring our recruitment processes for unconscious bias

¹ Disability facts and figures, Scope; 2019

	<ul style="list-style-type: none"> • establish a role models and allies programme to highlight different protected characteristics. <p>Dorset Council area: As mentioned under 'age' the action plan is grouped into themes based on the Equality Framework for Local Government, this includes a specific theme: 'understanding and working with our communities'.</p> <p>As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p> <p>Specific actions included in the action plan relating to disability and in addition to what is listed under the 'age' protected characteristic are:</p> <ul style="list-style-type: none"> • offer appropriate translation and interpreting service including information in alternative formats • ensure information on our Dorset Council website is accessible • provide public information in the most appropriate and accessible way • embed equality monitoring within Dorset Council to improve our evidence base
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Gender Reassignment & Gender Identity:	<i>Positive</i>
Please provide details:	<p>Dorset Council employees: Dorset Council does not currently collect data on employees for this category. The 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+.</p> <p>Specific actions included in the action plan relating to gender reassignment and gender identity include:</p> <ul style="list-style-type: none"> • launch and develop employee networks • use employee diversity and gender pay gap data to work towards improving how representative the workforce is. • reviewing and monitoring our recruitment processes for unconscious bias • establish a role models and allies programme to highlight different protected characteristics. • develop trans policy and guidance • improve on our ranking in the Stonewall Workplace Equality Index in 2021. • increase the number of sharing their diversity data

	<ul style="list-style-type: none"> • implement a sexual harassment policy • review our policies and procedures to ensure gender neutral language <p>Dorset Council area: As mentioned under 'age' the action plan is grouped into themes based on the Equality Framework for Local Government, this includes a specific theme: 'understanding and working with our communities'.</p> <p>As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p> <p>Our Stonewall work includes how we engage with the LGBTQ+ community within Dorset, as part of our community engagement work, we are developing relationships locally with key LGBTQ+ organisations.</p> <p>Specific actions included in the action plan relating to gender reassignment and gender identity include:</p> <ul style="list-style-type: none"> • provide public information in the most appropriate and accessible way • embed equality monitoring within Dorset Council to improve our evidence base <p>The consultation for this strategy has led to offers from key organisations in this area to support us to write our trans policy and guidance.</p> <p>Feedback from the consultation also asked for the following to be included in the action plan:</p> <ul style="list-style-type: none"> • Consider additional polices on managing the menopause at work
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Pregnancy and maternity:	<i>neutral</i>
Please provide details:	<p>Dorset Council employees: The Equality, Diversity & Inclusion strategy and action plan is relevant to all employees.</p> <p>Dorset Council will need to ensure employees returning from maternity leave, parental leave and adoption leave are aware of the strategy and action plan.</p> <p>Dorset Council Area: As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes</p>

	and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.
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Race and Ethnicity:	<i>positive</i>
Please provide details:	<p>Feedback from the public consultation, our employees and the trade unions said that we need to take a more pro-active approach to racism and discrimination faced by members of Black, Asian and diverse communities, simply saying we are not racist is not enough, we need to listen and understand the lived experiences of both our employees and residents and create an organisation where all employees feel safe, valued and listened to.</p> <p>Specific actions that are included in the action plan for our employees are:</p> <ul style="list-style-type: none"> • launch and develop employee networks • use employee diversity and gender pay gap data to work towards improving how representative the workforce is. • reviewing and monitoring our recruitment processes for unconscious bias • establish a role models and allies programme to highlight different protected characteristics. <p>Dorset Council area: As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p> <p>Some specific actions included in the action plan are:</p> <ul style="list-style-type: none"> • implement a communication policy on incidents which are attracting public and media interest • provide public information in the most appropriate way • embed equality monitoring within Dorset Council to improve our evidence base • promote and support key diversity days and events such as Gypsy, Roma & Traveller History Month, Holocaust Memorial Day and Black History Month • initiatives to encourage diverse communities to get involved in local democracy e.g. becoming a councillor, school governor etc • collaborate with partners on race related EDI issues e.g. Gypsy & Traveller Liaison Group, Prejudice Free Dorset, Anti-Slavery Partnership • continue to deliver the Dorset Syrian Resettlement Programme • Other appropriate translation and interpreting services

	<ul style="list-style-type: none"> • Ensure information on our Dorset Council website is accessible
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Religion or belief:	<i>positive</i>
Please provide details:	<p>As an employer we are conscious that over 68% of our workforce have not declared any religion or belief. We recognise there is more work we need to do about encouraging employees to share their data and this is included as a specific action for 2021.</p> <p>As an employer and linking with other 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>Dorset Council Area: As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies. A specific action included in the action plan is:</p> <ul style="list-style-type: none"> • implement a communication policy on incidents which are attracting public and media interest

Sexual orientation:	<i>positive</i>
Please provide details:	<p>Dorset Council employees: We are conscious 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 is included as a specific action for 2021.</p> <p>Feedback from employees in the consultation also highlighted that more work is needed in challenging homophobia, biphobia and transphobia in the workplace and making assumptions on people's sexual orientation and gender identity.</p> <p>As mentioned earlier in this assessment, the council participates in the Stonewall Workplace Equality Index, a specific action has been included in the action plan to improve our ranking in the 2021 index. Using feedback from our previous entry and from recent consultation sessions with Stonewall, a Stonewall specific plan is being developed.</p>

	<p>Specific actions included in the action plan relating to sexual orientation include:</p> <ul style="list-style-type: none"> • launch and develop employee networks • use employee diversity and gender pay gap data to work towards improving how representative the workforce is. • reviewing and monitoring our recruitment processes for unconscious bias • establish a role models and allies programme to highlight different protected characteristics. • increase the number of sharing their diversity data <p>As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p> <p>Our Stonewall work includes how we engage with the LGBTQ+ community within Dorset, as part of our community engagement work, we are developing relationships locally with key LGBTQ+ organisations.</p> <p>Specific actions included in the action plan relating to gender reassignment and gender identity include:</p> <ul style="list-style-type: none"> • provide public information in the most appropriate and accessible way • embed equality monitoring within Dorset Council to improve our evidence base
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Sex (consider both men and women):	<i>positive</i>
Please provide details:	<p>Dorset Council employees: Dorset Council has a higher proportion of females working at the council. This EqIA details the female/male split of full time, part time workers and also the sex breakdown across the pay grades.</p> <p>Due COVID-19 pandemic, the Government Equalities Office and the Equality & Human Rights Commission took the decision in March 2020 to suspend enforcement of gender pay gap reporting for 2019/20. As such Dorset Council has not released information on the gender pay gap. The gender pay reporting has been included in the action plan for 2021.</p> <p>The Equality, Diversity & Inclusion Strategy and action plan is relevant to all employees. In the age section of this assessment it lists several actions which target all employees, in addition, other protected sections also list additional actions when thinking about people with multiple characteristics (i.e. sex and sexual orientation).</p>

	<p>The council recognises that more work is needed in challenging sexism in the workplace and making assumptions about people's roles.</p> <p>The action plan also lists some specific actions relating to sex:</p> <ul style="list-style-type: none"> • Implement a sexual harassment policy <p>Feedback from the consultation asked for the following to be included in the action plan:</p> <ul style="list-style-type: none"> • Consider additional policies on managing the menopause at work <p>Dorset Council area: As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p>
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Marriage or civil partnership:	<i>neutral</i>
Please provide details:	<p>This strategy will be applied equally to all employees regardless of their marriage or civil partnership status. With the development of this strategy 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>

Carers:	<i>positive</i>
Please provide details:	<p>Dorset Council employees: 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 is required to understand how we can support employees.</p> <p>The strategy has some actions which could be of benefit employees who are carers, these include::</p> <ul style="list-style-type: none"> • establish a role models and allies programme to highlight different protected characteristics • launch and develop employee networks • embed equality monitoring within Dorset Council to improve our evidence base <p>Dorset Council Area: As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple</p>

	protected characteristics and due regard is taken when making decisions and setting policies.
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Rural isolation:	<i>neutral /unclear</i>
Please provide details:	<p>Dorset Council does not use any personal data shared to understand if an employee lives in a rural area, however, we believe that a number of our employees will live in a rural area. The Equality, Diversity & Inclusion Strategy and action plan is relevant to all employees. For employees who are considered mobile workers i.e. do not have a base or limited access to a base and do not have a council email address, the council is developing a Mobile Workers Officers Group to look at how communication and support is offered and this has been included in the action plan.</p> <p>Dorset Council Area: As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p>

Single parent families:	<i>Neutral</i>
Please provide details:	<p>Dorset Council employees: At present, Dorset Council does not collect data on single parent families. The Equality, Diversity & Inclusion Strategy and action plan is relevant to all employees, and this group will have other protected characteristics, where there could be some positive impacts.</p> <p>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 ensure gender neutral language.</p> <p>Dorset Council Area: As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p>

Social & economic deprivation:	<i>Unclear for employees, Positive for the council area</i>
Please provide details:	<p>Dorset Council employees: Dorset Council does not use any personal data such as pay grades to understand if employees are experiencing deprivation (social or economic). The council does offer a</p>

	<p>number of employee benefits including links with Wyvern Savings and Loans (credit union), car and bikes schemes through salary sacrifice. At this present time, we are unclear what the impact could be on our employees.</p> <p>Dorset Council area: Deprivation has a significant impact on health and wellbeing. Areas of deprivation are largely located in the most urban areas, such as Weymouth & Portland, which has ten areas within the top 20% most deprived nationally for multiple deprivation. The action plan for the strategy includes an action around Project Weymouth, an economic regeneration project, which will result in new homes, jobs and cultural and leisure facilities.</p>
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<p>Armed Forces communities</p>	<p><i>neutral/potentially positive</i></p>
<p>Please provide details:</p>	<p>Dorset Council area: At present we do not collect data on employees who may be veterans or partners of military personnel. Dorset Council has signed the Armed Forces Covenant, as part of the recruitment and retention work which is listed as an action in the action plan, it would be beneficial to use the covenant as an opportunity to encourage recruitment from the armed forces communities.</p> <p>Dorset Council Area: As a council we aim to create policies and services which are evidence based, using local and national data. Our equality analysis enables us to understand the differences in outcomes and opportunities of people with different and multiple protected characteristics and due regard is taken when making decisions and setting policies.</p>

Part 5: 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 to be taken	Person(s) responsible	Date to be completed by
All protected characteristic groups	The Equality & Diversity Strategy and action plan will go to Overview & People Committee on the 14 December 2020 and if supported will go to Cabinet on 19 January 2021 for adoption. If adopted, the action plan will start to be implemented.	Rebecca Forrester	31/01/2021
Communication of strategy and action plan	Comms to take policy to launch the strategy and action plan and regular comms throughout the year on updates.	Susan Ward-Rice	31/01/2021
Monitoring of strategy and action plan	Officer monitoring and review group to meet regularly to oversee the work of the strategy and the action plan 2021-2022	Rebecca Forrester / Susan Ward-Rice	January 2022
Review this EqlA	EqlA to be reviewed and updated when the first year of action plan is completed.	Rebecca Forrester / Susan Ward-Rice	January 2022

EqlA Sign Off

Officer completing this EqlA:	Rebecca Forrester	Date:	01 December 2020
Equality & Diversity Action Group Chair:	Pete Bartlett	Date:	17 December 2020