

## **Dorset Equality Partnership – Shared Objectives 2018-19**

### **Introduction**

Dorset Councils Partnership - North Dorset District Council, West Dorset District Council and Weymouth and Portland Borough Council are committed to the principles of diversity, inclusion and equality<sup>1</sup> in both employment and the delivery of services. This means making our services accessible for all, treating people fairly and providing a fully inclusive working environment.

The Dorset Equality Scheme aims to embed the principles of diversity, inclusion and equality into everything that the Dorset Councils Partnership does.

The Dorset Equality Scheme details the key equality objectives for 2018-19, it also demonstrates the work that Council's in Dorset are doing to meet the Public Sector Equality Duty. In addition, the plan incorporates shared equality objectives with Dorset County Council, Dorset Equality Partnership (Christchurch Borough Council, Dorset Councils Partnership, East Dorset District Council and Purbeck District Council). This co-ordinated approach to equality and diversity will be more effective and lead to a better understanding of local need, especially going forward with LGR (Local Government Reorganisation) in April 2019.

### **Overview - Equality Act 2010**

The Equality Act 2010 replaced all existing equality legislation. The act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person, the act prohibits unfair treatment in the workplace and when providing goods, facilities and services. The act also protects people from being treated less favourably because of certain characteristics. These are known as 'protected characteristics'<sup>2</sup>.

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

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

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<sup>1</sup> Diversity is about recognising, respecting and valuing a wide set of people's differences and understanding that the opportunities we get are impacted by characteristics beyond those by legislation.

Inclusion means removing barriers and taking steps to create equality, harness diversity produce safe, welcoming communities and cultures Equality means people being treated fairly and with respect.

<sup>2</sup> Age, Disability, Race, Sex, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Religion or Belief, Sexual orientation

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

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

The Dorset Equality Scheme Shared Objectives have had feedback from the Forum for Equality & Diversity (FED)

The Equality Objectives identified aim to champion diversity, inclusion and equality within Dorset. The outcomes from the objectives will be monitored on a regular basis by the Equality Working Group.

It is important to note that Dorset Councils Partnership also has its own equality objectives for 2018-19 and these are attached to this document as Appendix 2.

Further information about equality and diversity in Dorset can be found [here](#)

**Dorset Equality Partnership – Shared Equality Objectives**

Equality Objective (SEO)		Proposed actions	Lead	Target Date	Success Indicators
<b>SEO1</b>	<b>Supporting the Local Government Re-organisation (LGR) in Dorset.</b>	Support the LGR transition by providing equality and diversity advice and guidance.	All councils	March 2019	New council is legally compliant with the requirements in Equality Act 2010
<b>SEO2</b>	<b>Continue to strengthen our relationship with Dorset communities.</b>	<p>Use the Forum for Equality &amp; Diversity (FED) to engage with communities on major service and policy changes.</p> <p>Promote and support key diversity events held across Dorset.</p> <p>Work with partners to tackle hate crime and modern slavery through membership of relevant partnerships.</p>	<p>All councils</p> <p>All council</p> <p>All councils</p>	<p>On-going - review annually</p> <p>On-going - review annually</p> <p>On-going - review annually</p>	<p>Appropriate measures to evaluate events e.g. feedback, numbers</p> <p>To gain a better understanding of hate crime / modern slavery including the effects on the victim/wider community and how to respond.</p>
<b>SEO3</b>	<b>Ensure that appropriate Diversity &amp; Inclusion training is completed by staff and elected members.</b>	Commission appropriate training for officers and elected members across the partner organisations	All councils	On-going – review annually	Staff and elected members will be aware of their responsibilities regarding their equality duties.
<b>SEO4</b>	<b>Ensure that equality and diversity information is available publicly.</b>	Update the equality and diversity pages on Dorset for You so information is valid and relevant.	All councils	On-going – review biannually	Out of date information is removed.

Equality Objective (EO)	Proposed actions	Lead	Target Date	Success Indicators	
SEO5	Contribute to the Dorset Equality Partnership to ensure that standards are fair and equal across Dorset.	Attend regular meetings to keep up to date with legislative changes, share good practice and work collaboratively on projects/initiatives.	All councils	On-going – review biannually	

## Appendix 2

### Dorset Councils Partnership – Equality Objectives for 2018-19

<b>EO1</b>	<b>Ensure that equality and diversity information is readily available on the Intranet for officers and elected members.</b>	Relocate and update the equality and diversity pages on the Intranet so information is valid and relevant.	Equalities Officer/Communications Team	May 2018	
<b>EO2</b>	<b>Ensure that public areas of Council offices are provided with appropriate braille signage</b>	Assess premises from perspective of a blind or visually impaired person. Purchase and install signage. Get independent evaluation of effectiveness.	Equalities Officer  Facilities Management Equalities Officer	April 2018	
<b>EO3</b>	<b>Ensure that public areas of Council offices are dementia friendly</b>	Undertake dementia-friendly audit of public areas of council offices. Make necessary adjustments.  Ensure frontline staff receive dementia aware training	Equalities Officer  Facilities Management  Learning & Development Business Partner	May 2018  June-July 2018 November 2018	
<b>EO4</b>	<b>Ensure that Equality Impact Assessments are completed for all significant service and policy changes</b>	Update EqIA to make it easier to use Ensure awareness and implementation	Equalities Officer Corporate Management Team	June 2018 Ongoing	
<b>EO5</b>	<b>Contribute to the Dorset Equality Partnership to ensure that standards are fair and equal across Dorset.</b>	Attend regular meetings to keep up to date with legislative changes, share good practice and work collaboratively on projects/initiatives.	All councils	On-going	