

Equality Impact Assessment (EqIA)

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

Title	Dorset Council Plan: Public Conversation		
Date assessment started:	August 2019	Version No:	V0.2
		Date of completion:	

Type of Strategy, Policy, Project or Service:

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

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

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

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

Name:	Becky Forrester
Job Title:	Project Officer
Email address:	Rebecca.Forrester@dorsetcouncil.gov.uk
Members of the assessment team:	Corporate Policy & Performance Officer (Equalities) Service Manager for Communication and Engagement Consultation and Engagement Business Partner

Step 1: Aims

What are the aims of your strategy, policy, project or service?
The aim of the project is to undertake a public engagement as part of developing the new Dorset Council plan.
What is the background or context to the proposal?
The Council will be adopting a new plan on 13 February 2020 and will undertake a public conversation from October-December 2019 as part of its development. This EqIA is designed to assess the impact of that conversation, to ensure it is inclusive and considered, and does not inadvertently discriminate against any vulnerable or disadvantaged people. This process will inform the EqIA of the Plan itself, and will accompany the Plan to full council on 13 February.

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?
The Dorset Statistics website

The State of Dorset May 2019 Infographics produced by the Intelligence and Insight Team The meetings, workshops, discussions and survey detailed below will contribute to the development of the draft council plan.
What data do you already have about your service users, or the people your proposal will have an impact on?
The conversation will be open to everyone, so we have used information relating to Dorset as a whole.
What engagement or consultation has taken place as part of this EqIA?
See action plan below – members of the team will arrange specific focus groups, and attend scheduled meetings to seek the views of people with protected characteristics. An on-line survey will be circulated as widely as possible. An article about the consultation will appear in the Dorset Council magazine, which is sent to every household in the county.
Is further information needed to help inform this proposal?
Not at this stage
How will the outcome of consultation be fed back to those who you consulted with?
The final Council Plan will go to Council on 13 February 2020 and will be widely shared following approval.

Step 3: Assessment

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

- If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.

For each protected characteristic please choose from the following options:

- Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the ‘Please provide details’ box.

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

Age:	<i>Choose impact from the list above</i>
What age bracket does this affect?	All
Please provide details:	The conversation will seek views from people of all ages. We will engage with the Dorset Youth Parliament and Dorset Young Researchers, as well as older residents

Disability:	<i>Choose impact from the list above</i>
Does this affect a specific disability group?	No
Please provide details:	There are several disability groups in Dorset, including Dorset Blind Association, Access Dorset, local clubs and groups, Diverse Abilities etc. We will attend scheduled meetings where possible to gather views about the draft plan, and review progress at a meeting in November, mid-way through the conversation
Gender Reassignment & Gender Identity:	<i>Choose impact from the list above</i>
Please provide details:	We will look to hold a focus group to cover gender reassignment and sexual orientation
Pregnancy and maternity:	<i>Choose impact from the list above</i>
Please provide details:	No specific events are planned but views will be sought from the people panel and the on-line survey
Race and Ethnicity:	<i>Choose impact from the list above</i>
Please provide details:	We will ask Dorset Race Equality Council to circulate information to their groups. Officers to consider other opportunities
Religion or belief:	<i>Choose impact from the list above</i>
Please provide details:	We will send information to Churches Together in Dorset and Christians Against Poverty. Officers to consider other opportunities
Sexual orientation:	<i>Choose impact from the list above</i>
Please provide details:	Link in with the LGBT history tour – possibly Shire Hall on 10 October
Sex:	<i>Choose impact from the list above</i>
Please provide details:	No specific events but will be covered by on-line survey and People's Panel
Marriage or civil partnership:	<i>Choose impact from the list above</i>
Please provide details:	As above
Carers:	<i>Choose impact from the list above</i>
Please provide details:	Speak to Partnerships & Engagement Officer, Adult Services
Rural isolation:	<i>Choose impact from the list above</i>
Please provide details:	The article in Dorset Council news will be delivered to every household. People can post responses, do it online or take it to their library.
Single parent families:	<i>Choose impact from the list above</i>

Please provide details:	The article in Dorset Council news will be delivered to every household. People can post responses, do it online or take it to their library. The People's Panel is also expected to represent single parent families.
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Poverty (social & economic deprivation):	<i>Choose impact from the list above</i>
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Please provide details:	As above. The article in Dorset Council news will be delivered to every household. People can post responses, do it online or take it to their library
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Military families/veterans:	<i>Choose impact from the list above</i>
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Please provide details:	Speak to Corporate Policy and Performance Officer about opportunities to link in with the military-civilian integration work
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Step 4: Action Plan

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

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

Issue	Action	Person(s) responsible	Deadline	How will it be monitored?
	Identify dates of scheduled meetings of disability groups that we could attend	Susan Ward-Rice	Ongoing	Review meeting – mid November
	Identify groups relating to race and ethnicity and religion and belief that we could contact	Susan Ward-Rice		
	Develop a short, on-line survey that can be shared with everyone	Kimberley Barrow	1 October 2019	“”
	Arrange a focus group to review plans from perspective of gender reassignment and sex	Becky Forrester		“”
	Look into possibility of attending LGBT History Tour/Pride showing on 10 October	Susan Ward-Rice	1 October 2019	“”
	Speak to Chris Skinner and Melissa Craven about making contact with carers groups	Becky Forrester		
	Speak to Laura/Kevin about making contact with military families/communities	Becky Forrester		
	Identify Community Development Workers and brief them	Becky Forrester		“”
	Arrange a review meeting for mid-November – invite CDWs	Becky Forrester		
	Arrange meeting to update Library Service – to include the return of papers copies to libraries, briefing for library staff and display materials	Becky Forrester	ASAP	

Step 5: EqIA Sign Off

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

* To include Diversity Action Groups

Please send this completed EqIA to Equality Leads:

Equality Leads:

Susan Ward-Rice

susan.ward-rice@dorsetcouncil.gov.uk

Kathy Boston-Mammah

kathleen.boston-mammah@dorsetcouncil.gov.uk

Sharon Attwater

sharon.attwater@dorsetcouncil.gov.uk