

## Equality Impact Assessment (EqIA)

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

<b>Title</b>	Review of Dorset Council funding to voluntary and community sector organisations		
<b>Date assessment started:</b>	14 June 2019	<b>Version No:</b>	2
		<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:	<input type="checkbox"/>	Changing, update or revision:	<input checked="" type="checkbox"/>
New or proposed:	<input 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 type="checkbox"/>	Both:	<input checked="" type="checkbox"/>
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### Report Created By:

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### Step 1: Aims

What are the aims of your strategy, policy, project or service?
To undertake a 'robust and fair' review of historical funding to voluntary and community sector organisations (VCSO) across the new Dorset Council area that meets the new corporate priorities and budget setting processes for the year 2020-21 and beyond. Current funding arrangements inherited from the Sovereign councils are inequitable with some areas of Dorset receiving significantly more funding than others. The funding review aims to create equality of opportunity of funding but some currently funded organisations may receive a decrease or removal of ongoing funding but still have the opportunity to apply for a grant.
What is the background or context to the proposal?

In September 2018, the Shadow Dorset Executive Committee agreed to commence a 'robust and fair review of funding' to voluntary and community sector organisations (VCSO) as part of the budget setting process for 2020-21.

The Committee agreed to maintain current levels of funding and support for 2019-20. This one-year extension gave certainty to the sector and provided Dorset Council with the opportunity to conduct a review and agree future levels of support.

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## 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?

Geowessex Dorset Statistics and census information on Dorset Council website at:

<https://apps.geowessex.com/stats/>

[www.gov.uk/government/statistics](http://www.gov.uk/government/statistics)

Health state life expectancy at birth by local areas, UK, 2015- 2017, ONS

House of Commons Defence Committee, Mental Health and the Armed Forces, Part One: The scale of mental health issues. 11th report 2017 – 19

Pan Dorset Local Transformation Plan: Children and Young People's Mental Health and Wellbeing, 31/10/17

Government's response to the five-year forward view for mental health, 9 January 2017

Create, Arts Council England, December 2015

Citizens Panel April 2009 Survey, Dorset County Council

Child Poverty Action Group – Regional Estimates LAD South West 2019

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

### Age:

Dorset's higher than national average population over 65 means that changes to funding for supporting organisations support would affect this age group.

Impacts on the age protected characteristic have been identified as follows;

- Changes to funding for Citizens Advice would impact all people and specifically older people. This is because the over 50s age group represent:
  - 52% of clients in Dorchester & Sherborne
  - 49% of clients in North Dorset
  - 52% of clients in Bridport
  - 26% of clients East are over 60
  - 34% of clients in Purbeck are over 60
- In the Dorset Council area 16% of the population is under 25 and funding was specifically given to youth centres in North and West Dorset that specifically target disadvantaged young people e.g. Sherborne the Rendezvous is the last dedicated Youth Advice Centre in Dorset. Youth organisations were also funded through open grant schemes such as social inclusion and leisure development and this will impact residents aged 24 and under.

# Population

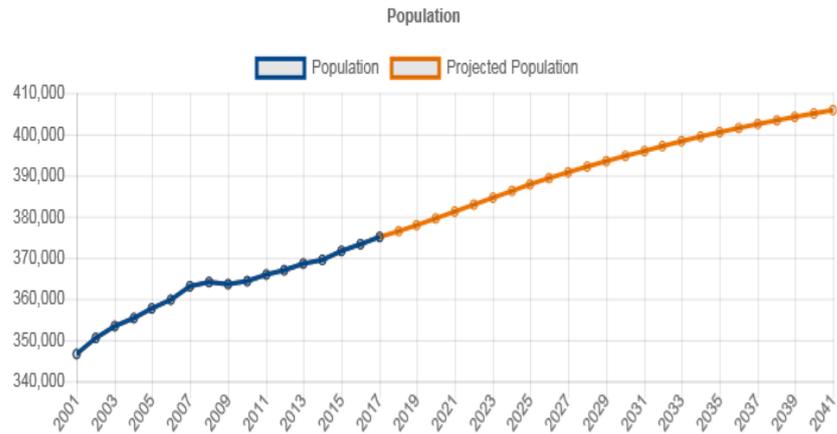
## 375,050

Total persons

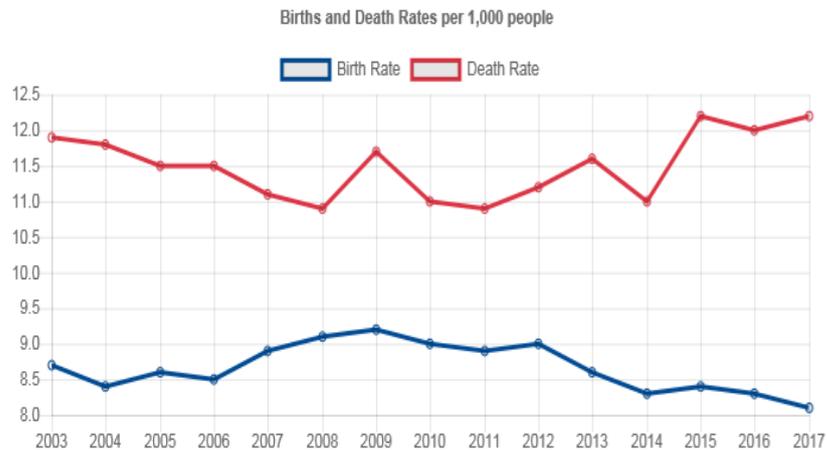
### Comparators

	Total	Percentage	England and Wales
All Persons	375,050	-	58,744,600
All Males	183,390	48.9%	49.4%
All Females	191,660	51.1%	50.6%
0-15 yrs	59,850	16.0%	19.1%
16-64 yrs	209,150	55.8%	62.8%
65+ yrs	106,060	28.3%	18.2%

[Show Male/Female individual age breakdown](#)



Source: Mid Year Estimates, Office for National Statistics



## Disability

Disability is defined as a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day to day activities. Across the Dorset Council area 8% of the population has day to day activities that are limited a lot and 11% have day to day limited activities a little. Currently disability groups are regularly supported through the different grant schemes of the sovereign councils. These are:

WDDC Social Inclusion Open Grant Scheme – Age UK, Dementia Friendly groups, Dorset Blind Association, Bridport Deaf Club, The Living Tree, The Horse Course.

A significant number of Citizens Advice clients are disabled people.

- Dorchester, Sherborne & Districts CA client base for 2018-19 comprised 8% who had a disability and 35% with a long-term health condition
- North Dorset, 6% and 31% with a long term health condition

## Ethnicity

The current population statistics for the Dorset Council area indicate that the population is predominantly White British (95.6%). However, the overall statistic for Black, Asian and Minority Ethnic (BAME) of 4.4% with 1.7% of the population not having English as their mother tongue. However, this masks the significant regional variations in certain parts of the Dorset area.

**95.6%**

White British

**4.4%**

BME (black and minority ethnic population)

**1.7%**

Main language not English

Source: 2011 Census. Office for National Statistics

Grants to groups or organisations providing support to diverse communities are of importance in the wards of Cranborne Chase, Dorchester East and West, Ferndown North and South, Melcombe Regis, Poundbury, Shaftesbury Town, Sherborne West, Sturminster, Swanage and Wimborne Minster. These are areas with a greater than Dorset average BME population. The highest proportion of Dorset's BAME population are classified as 'White Other' who make up approximately 40% of Dorset's BAME population.

## Country of Birth

Within the Dorset Council area, the statistics are as follows-

94.4% Born in UK

5.6% Born outside of UK

0.4% Born in Ireland

1.3% Born in EU (Member Countries in March 2001)

0.7% Born in EU (Accession Countries April 2001 - March 2011)

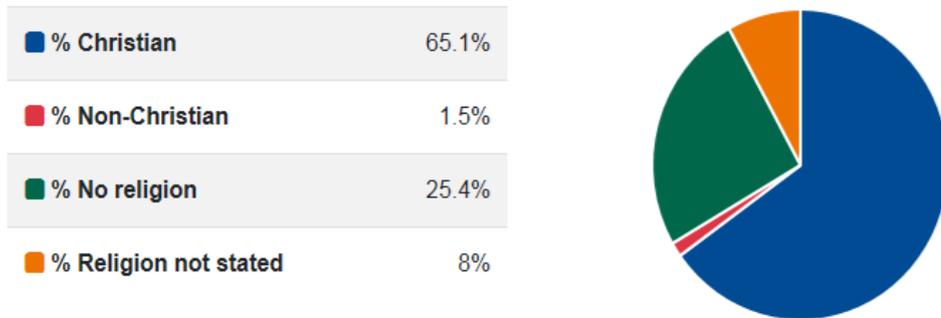
3.1% Born elsewhere

Source 2011 Census Office of national Statistics

## Religion:

The five major non-Christian world religions Islam, Buddhism, Hinduism, Judaism and Sikhism constitute 1% of Dorset's residents' religious beliefs. Dorset's main non-Christian religious groups are concentrated in Dorset's towns. Weymouth has just over 300 residents of Muslim faith. There are also concentrations around military establishments such as Blandford Camp where the Gurkhas and their families live who are predominantly Hindu in their religious belief. Any grants awarded to churches and religious organisations are for purposes other than

religion such as youth groups, older people’s activities, arts and culture, sports and leisure. Grants to organisations on the grounds of race or ethnicity could therefore be impacted by any changes to the level of funding to organisations that provide any services and activities in support of people who have this protected characteristic.



Source: 2011 Census. Office for National Statistics

### Health and Wellbeing:

In Dorset, there is a difference of 17 years between healthy life expectancy and overall life expectancy for men, and 19 years for women. 62% of adults in Dorset are classified as overweight or obese. Residents in Dorset are more likely to be unpaid carers, there are now around 3,000 registered carers in Dorset alone. 12% of Dorset residents compared to 10% across England. There are now around 3,000 registered carers in Dorset. By 2025, we expect to see more than 10,000 people aged 65+ living with dementia. With these figures it is likely that an additional 3,000 carers will be needed to cope with this increase. Domestic abuse, mental ill-health and substance misuse have been termed a ‘Toxic Trio’ commonly found in families where harm to children has occurred. 1,831 domestic abuse incidents were reported in Dorset last year.

It is well documented that Arts and culture can have a positive impact on specific health conditions such as dementia, Mental Health

\*(<https://www.medicalnewstoday.com/articles/258383.php#1>)

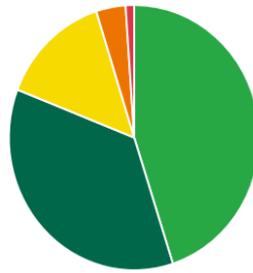
Parkinson’s <https://www.pdsw.org.uk/dance-devs/why-dance-feasibility-study/>)\*and depression & (<https://www.blackdoginstitute.org.au/news/news-detail/2019/02/28/social-prescribing-linking-patients-with-non-medical-support.>)

Overall 77% of people surveyed agree that access to cultural activities helps to make Dorset a better place to live and that engagement in cultural activities contributes to an improved quality of life. The value of sport for savings to health is £147.8 million per annum in Dorset.

## Health and Care

### Health

80.9% of residents reported having very good or good health.



% Very Good Health	45%
% Good Health	35.9%
% Fair Health	14.2%
% Bad Health	3.8%
% Very Bad Health	1.1%

### Unpaid care

11.9% of residents provide unpaid care.

**9.4%**

Residents providing **up to 50 hours** of unpaid care per week

**2.5%**

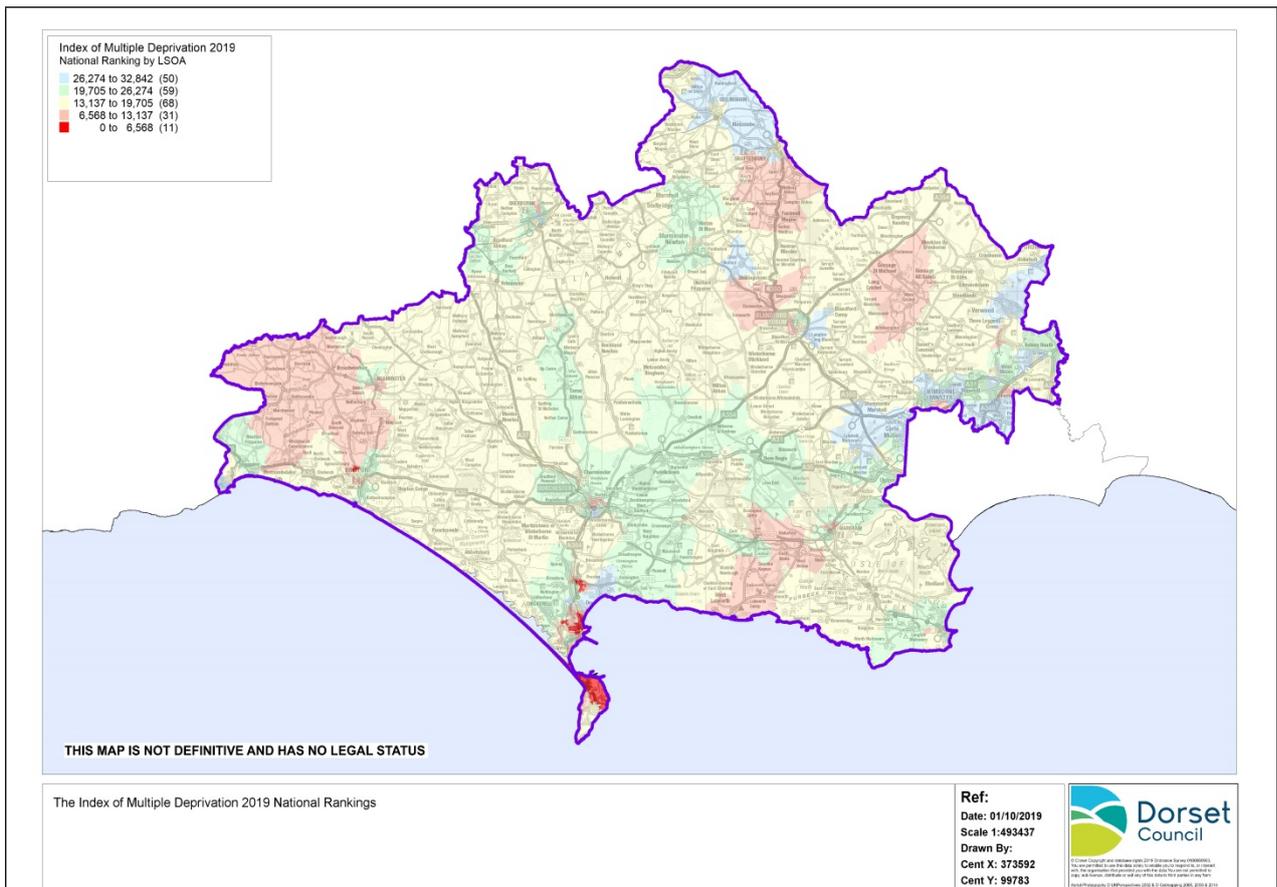
Residents providing **more than 50 hours** of unpaid care per week

2.5% of residents live in communal establishments.

### Deprivation in Dorset

Eleven areas in Dorset are in the top 20% most deprived nationally, ten of those are within the former borough of Weymouth & Portland, the other is in West Dorset Bridport Court Orchard. Six of the Weymouth & Portland areas are in the top 10% most deprived nationally: Melcombe Regis Town Centre (which is now the most deprived area in Dorset), Littlemoor West, Melcombe Regis Park District, Fortuneswell North, Westham North Westhaven, and Rodwell and Chapelhay. The county provides real contrasts 80% of Dorset's least deprived LSOAs are in the east of the council area and none of the areas in the former districts of Purbeck or North Dorset are in the top 30% most deprived nationally.

Deprivation appears to create a greater dependency upon information, advice and guidance services particularly in relation to benefits and debt. Citizens Advice statistics for clients by ward evidence this with the following wards that feature in the 2015 English Index of Multiple Deprivation having significantly more clients: Dorchester North and East, Cerne Valley, Gillingham Town.



In Dorset, about 15,400 people aged 16-64, plus 2,800 children live in 12,900 workless households. 12% of Dorset households were workless, slightly below the national figure. Child Poverty statistics also illustrate the issues of deprivation as after housing costs are paid for 24% of children are living in child poverty in West Dorset, 23 % in North Dorset, Purbeck it is 24%, East Dorset 19% and Weymouth and Portland 30%. Rural and social isolation creates barriers for communities to access services especially within rural areas. In Dorset 46% of households are in the top 20% nationally of areas most deprived in accessing services with 4.6% overall not having access to a car.

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

Initial consultation has been undertaken with Dorset Transition Group, a collective of key 3<sup>rd</sup> sector partners with links to the wider sector networks with whom they are communicating. At this stage the review had not started, and its direction and scope had not been decided because Dorset Council had not yet been formed.

All grant recipients have been kept notified about the review and asked to supply information in preparation for it so that officers have been able to record this, ready for further use. The next stage will be to set up formal consultation, so communication is ongoing throughout the review

Is further information needed to help inform this proposal?

Yes, officers responsible for the historic grant streams administered by the former sovereign councils have been asked to supply data and information specific to the Equality Act protected characteristics and those additional to Dorset Council.

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

Through regular communication using existing networks in formats suitable to those stakeholders.

### 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 protected characteristics groups</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:	Negative
What age bracket does this affect?	Older people 50+ and young people
Please provide details:	<p>Dorset’s higher than national average population over 65 means that changes to funding for supporting organisations support would detrimentally affect this age group. E.g. changes to funding for Citizens Advice would impact all people and specifically older people who represent on average over 50% of the CA client base. Dorset Volunteer Service would be significantly impacted in its ability to recruit, train and support Volunteers across Dorset.</p> <p>Ferndown in East Dorset has an over 65 population of 37.4% set against 18.3% nationwide, thus the impact on reduction of funding to organisations such as CAB outreach service in Ferndown, The Barrington Centre would be significant.</p> <p>Wimborne’s over 65 population is 27.9% and services provided to this sector at the Museum, East Dorset Heritage Centre, Walford Mill Education Trust, Allendale Centre would be significant negative impact if reduced funding by reducing opportunity for older people to meet and socialise, learn new skills and engage in arts and culture, environmental and sporting activities with significant detrimental impact on health and wellbeing, social cohesion and engagement.</p> <p>16% of Dorset’s population is under 15 funding to provide free and impartial advice and support to young people aged between 13-25 is given to Youth Advisory Centres (YACs) in Sherborne – the Rendezvous providing outreach/drop in, mental health support as well as learning and young parent workshops. Lyme Regis - The Hub working with young people in an area with an 11% persistently absent record and lack of activities for young people. Dorchester -</p>

	<p>Dorset Youth Association the sole specialist infrastructure organisation supporting youth clubs and groups in Dorset.</p> <p>In addition, the Social Inclusion Award has awarded funding to age specific groups including groups for young people and older people. These groups include:</p> <ul style="list-style-type: none"> <li>• 50plus forums</li> <li>• Youth Groups</li> <li>• Youth Councils (Dorchester &amp; Sherborne)</li> </ul> <p>The percentage of the population aged 65+ in Dorset is currently 10.1% higher than in England &amp; Wales (28.3% of the Dorset population compared to 18.2% nationally) and it is predicted that the over 65 population will grow by 50% in the next 25 years.</p> <p>Fiftyplus Forums exist in 2 clusters of West and East Dorset:</p> <p><b>West</b> includes the Age Concerns in Blandford Forum, Chancery House (Bridport), North Dorset (Sturminster Newton and District), Shaftesbury and Gillingham, and Wareham. Also included is the Bridport Friendship Centre. They liaise with Age UK Dorchester.</p> <p><b>East</b> includes the Age Concerns in Christchurch, Ferndown, Poole, Upton and Lytchett Minster, and Verwood.</p> <p>Any changes to funding for Citizens Advice services in the Dorset Council area could impact significantly on older people particularly if hours of service were reduced. Clients aged 50-65+ represent a significant percentage of their client base with an increase in those seeking debt advice in this age group.</p> <p>Any changes to funding for the Village Hall, Leisure Development and Social Inclusion Funds and rent subsidy funding for community centres in East Dorset and Weymouth and Portland could result in reduced activities all age groups with a potentially disproportionate impact on young or older people and groups.</p> <p>All of the cultural sector organisations provide volunteering opportunities, the majority of volunteers are over 65. These services reduce social isolation and enable older people to feel part of their community, improving their mental health and overall wellbeing. Organisations such as Dorchester Arts , Barrington Centre and Sherborne ArtsLink manage projects such as Parkinson's dance that enables older people with Parkinson to improve their condition and feel socially included. The loss of the former East Dorset Council Ward Budget fund has already seen local community organisations delivering volunteer led services in rural locations and in areas of need having had impact of activities supported. Further reduced funding would have a significant impact on the delivery of these types of projects</p>
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Disability:	Negative
	One in five of all residents in Dorset have a health condition that limits their day to day activities. Disability benefit claimants vary across the Dorset Council area. The highest percentage of resident claimants are:

<p>Please provide details:</p>	<ul style="list-style-type: none"> <li>• Weymouth &amp; Portland - 6.1%</li> <li>• Purbeck – 3.9%</li> <li>• Dorset average – 4.6%</li> </ul> <p>Citizens Advice experience high percentages of disabled clients:</p> <ul style="list-style-type: none"> <li>• Bridport &amp; Districts – 44%</li> <li>• Weymouth &amp; Portland – 53% disabled or with a long-term health condition of which 26% have a mental health condition</li> <li>• Dorchester, Sherborne &amp; Districts and North Dorset – 47% disabled or with a long-term health condition</li> <li>• East Dorset – 52% disabled or with a long-term health condition, 20% of which have a mental health condition</li> <li>• Purbeck – 49% disabled and 28% have a mental health problem</li> </ul> <p>This group is likely to be impacted if levels of funding to supporting organisations are reduced especially to Citizens Advice specifically people with a disability or long-term health condition who represent on average around 40% of the CA client base.</p> <p>Cultural organisation run projects specifically to engage people who are disabled both physically and learning. Activate Performing Arts coordinates projects such as the Remix which is a group for disabled and non-disabled young people aged 7 – 19 years.</p> <p>Dorchester Arts runs a weekly drama session for people with long term mental health management issues. Artsreach also offers an inclusive children and young people’s summer arts programme and additional support is sourced to assist children who wish to access the scheme who have a disability. These projects would be significantly affected or stopped if funding was reduced.</p> <p>East Dorset has a SLA to support the delivery of activities to children with special needs across Dorset, this is a partnership arrangement but reduction of funding to such initiatives has a direct and immediate affect by reducing activities that most children have access to as a norm. Support to these projects enables respite for parents, teaches new skills and gives disabled children opportunity to socialise and engage with arts, sports, adventure and play.</p> <p>Access to community centres, Museums and arts organisations funded by Service Level Agreement all have volunteer policies, have disabled access and run activities within their buildings for those with disabilities. Reduced funding would have an impact on users of these facilities.</p> <p>East Dorset Heritage Trust run tractor rides for wheelchair users at Moors Valley with support and specialist equipment to enable disabled to access the country which has positive impact on their health and wellbeing.</p>
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<p>Gender Reassignment &amp; Gender Identity:</p>	<p>Unclear</p>
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Please provide details:	Robust statistical data at a Local Authority level on Gender Identity and reassignment does not currently exist, however, the community is likely to be impacted if levels of funding to supporting organisations is reduced.
Pregnancy and maternity:	Unclear
Please provide details:	No negative impact identified based on historic funding information. No specific activities receive funding for this group, however community facilities may provide room hire for services that deliver either social or health services to such groups.
Race and Ethnicity:	Negative
Please provide details:	<p>The highest proportion of Dorset's BME population are classified as 'White Other' who make up approximately 41% of Dorset's BME population. This classification includes people who identify as white but who do not have UK national identity (English, Welsh Scottish, Northern Irish and British). An example would be Polish. Currently discretionary funding such as the Social Inclusion Grant Scheme supports groups that deliver against the council equality priorities such as Kushti Bok (Roma, Gypsy and Traveller community), South West Dorset Multicultural Network (Diverse communities). The communities will be impacted if levels of funding to supporting organisations are reduced.</p> <p>CABS support a range of clients and show the variations by area in Melcombe Regis 16% of CAB clients are BAME. In Bridport &amp; District it is 4%. North Dorset sees Sturminster Newton CAB BAME clients being the highest at 15% and the lowest is Sherborne West at 3%. Purbeck sees 6.5% clients that identify as BAME.</p> <p>The Cultural sector provide an eclectic programme of performances and workshops promoting the diversity of modern-day Britain. These less commercial productions would be reduced if funding was to be reduced or cease.</p>
Religion or belief:	<i>Neutral</i>
Please provide details:	Likely to be impacted if the level of funding to support organisations reduced
Sexual orientation:	<i>Unclear</i>
Please provide details:	Previously specific support to groups based on the sexual orientation characteristic has been adhoc and based around discretionary funding opportunities. The grants review will not affect that position.
Sex:	<i>Negative</i>
Please provide details:	No specific support to groups based on the sex characteristic; however, the Social Inclusion Award and Leisure Development Fund has awarded funding to sex specific groups of which these have been female only groups e.g. West Dorset - Womens Action Network (WAND). Women are statistically more likely to live longer than men so if funding were removed for older peoples projects, women are

	likely to be negatively impacted. The communities will be impacted if levels of funding to supporting organisations are reduced.
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Marriage or civil partnership:	<i>Unclear</i>
Please provide details:	No negative impact identified based on historic funding information.

Carers:	Negative
Please provide details:	<p>12% of the population of Dorset provide unpaid care. The figure is similar across the districts/boroughs with the highest of 13% in Purbeck. 87% of carers live with the person they care for and more women over the age of 50 provide unpaid care than any other demographic. In Dorset 2% (830) of unpaid carers are under the age of 16. Over 120 Dorset children provide more than 20 hours per week of unpaid carers. Dorset has an aging population, with a projected increase in the over 85s of almost 20% in the next 10 years. 61% of those being cared for in Dorset are aged 75+, this compares with 53% nationally.</p> <p>Current grant levels ensure support is provided Likely to be impacted if the level of funding to support organisations is reduced.</p> <p>Artz Plus and Sportz Plus project provides respite to carers of children with disabilities, cuts to this project would significantly organisation and assisting them with funding to ensure that organisations providing initiatives to support carers can be more resilient. Reducing funding to key support organisations such as this and Dorset Volunteer Centre will have knock on impact for carers. Community Centre's provide services, activities and social space for leisure and entertainment purposes as well as advisory services. To reduce funding will reduce the availability of such social hubs.</p> <p>Reduction to Citizen Advice Service and Information Service provided in East Dorset would impact those caring for disabled, who are most in need of accessible advisory services in the community. The use of radio for reaching harder to reach carers is also a valuable resource that would be impacted negatively if funding to Forest FM was reduced. They now have reached into Ferndown which has a significantly higher over 65 population and information can reach them. The infrastructure for all the funded organisations have the capacity to encourage disabled people to impact. Dorset Community Association are instrumental in supporting volunteer and be involved, this capacity would reduce with funding.</p>

Rural isolation:	Negative
Please provide details:	<p>41% of Dorset's population lives in rural areas. Barriers to housing and essential services are significant in Dorset reflecting rurality and distance from services. 67 Dorset neighbourhoods fall in the 20% most deprived nationally for this measure: 21 are in West Dorset and 20 in North Dorset. 72,869 rural households across Dorset fall within the top 20% of areas most deprived nationally, 37,956 households have one car or less 45.9% of households that fall within the top 20% of areas most deprived nationally for access to services.</p>

	<p>All cultural organisations provide a platform for accessible social engagement through a variety of workshops, performances or volunteering opportunities. The funding and provision from Artsreach across the County can be improved since the Council has become one organisation.</p> <p>Artsreach is a rural touring scheme providing opportunities right in the heart of Dorset villages where rural isolation is most severe. The positive impact of Artsreach are many fold including social cohesion, volunteering and engagement within rural communities, reduction of the use of transport for high quality subsidised and affordable arts and entertainment, boosting the local economy for village halls, provision for young people within the village during school holidays, health and wellbeing is boosted, the benefits of the arts on health and wellbeing is well documented. Artsreach lever in significant ACE funding which is dependent on local authority support and match funding in order to provide direct subsidy for the rural communities. The impact if funding was withdrawn would be significant</p> <p>Social Services such as East Dorset's CAB provide outreach to the villages – i.e. St Marshall, Cranborne, Alderholt, Tricketts Cross etc. reaching rurally isolated and those most in need and without transport. Reduction of funding to this service would have great and significant impact on the communities reliant on free face to face advice.</p> <p>Radio has the power to reach socially isolated, reduction of funding to services that can deliver local information, entertainment and constant company will have an effect.</p> <p>Dorset Community Action and Dorset Volunteer service community organisations through support and advise for governance, funding, volunteering to strengthen communities and enabling them to deliver local services themselves.</p>
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Single parent families:	Negative
Please provide details:	

Poverty (social & economic deprivation):	Negative
Please provide details:	<p>Many grant schemes support people living in poverty. Dorset residents living in poverty also experience impacts on other aspects of their day to day living such as health, housing, income, crime, educational attainment and employment.</p> <p>10 areas of Dorset are in the most deprived nationally, 9 are in Weymouth and Portland and 1 in East Dorset</p> <p>12,900 workless households</p> <p>2,800 children live in workless households</p> <p>17,938 of Dorset children live in poverty</p> <p>7 areas in are the most deprived nationally for income</p> <p>All of the cultural organisations operate concession schemes often giving free access (or for a very low fee) to cultural activity for families on low incomes. They work in partnership with social</p>

	housing providers to ensure there is opportunity for all to engage with cultural activity.
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Military families/veterans:	<i>Unclear</i>
Please provide details:	<p>Dorset is a county with above average military presence, particularly veterans, and has strong existing relationships with its Armed Forces Community. It has 3,150 serving personnel across 4 bases: Blandford Camp, Bovington Camp (Stanley Barracks, Allenby Barracks, Gunnery School Lulworth Camp), West Moors Fuel Depot and Royal Marines at Hamworthy. It is estimated there are around 1,575 spouses and 2,389 children related to those personnel.</p> <p>Dorset has a large veteran population, being home to 2% of the UK's veterans whilst having only 1.2% of the national population. Research suggests that the rate of Armed Forces veterans with mental health conditions could be as high as 10%, compared to around 3% for the general population. The prevalence of military families and veterans means that impacts could be felt from groups who provide support e.g. advice and guidance through CAB. However, Dorset Council manages the Armed Forces Covenant programme which specifically aims to support this community so therefore any impact might be negated.</p>

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## 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?
Unclear Impacts	Need to ensure that the new grant scheme structures both open and specific target the protected characteristic communities so that they can benefit directly from the projects funded.	Grant co-ordinators	April 2020	Analysis of applicants of new grant schemes
Unclear Impacts	Ensure delivery of grant programmes cut across all geographical areas so that the whole Dorset Council area has access to funding including areas previously not covered by these grant schemes	Grant co-ordinators	April 2020	Engagement with relevant networks and marketing of grant schemes
Negative Impacts	To capacity build the organisations that a loss of grant income will affect.	Grant co-ordinators	September 2020	Evaluation
Negative Impacts	To provide income generation opportunities for organisations that a loss of grant income will affect.	Grant co-ordinators	September 2020	Evaluation

## 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  
Kathy Boston-Mammah  
Sharon Attwater

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