



Equality Impact Assessment (EqIA) Template

Before completing the EQIA please have a look at the [Dorset Council style guide](#) and also use the [accessibility checker](#) to make sure your document is easy for people of all abilities to read.

Some key tips

- avoid tables and charts, if possible please provide raw data
- avoid pictures and maps if possible.
- avoid using bold, italics or colour to highlight or stress a point
- when using numbering or bullet points avoid using capitals at the beginning unless the name of something
- date format is dd month yyyy (1 June 2021)
- use clear and simple language
- where you need to use technical terms, abbreviations or acronyms, explain what they mean the first time you use them
- if using hyperlinks, make sure the link text describes where the link goes rather than 'click here' Please note equality impact assessments are published on the Dorset Council [website](#)

Before completing this form, please refer to the [supporting guidance](#). The aim of an Equality Impact Assessment (EqIA) is to consider the equality implications of your policy, strategy, project or service on different groups of people including employees of Dorset Council, residents and users of our services and to consider if there are ways to proactively advance equality.

Where further guidance is needed, please contact the Inclusion Champion or the [Diversity & Inclusion Officer](#).

1. Initial information

Name of the policy, project, strategy, project or service being assessed:

Separation of the Childrens Safeguarding Partnership

2. Is this a (please delete those not required):

Service review

3. Is this (please delete those not required):

Both internal and external

4. Please provide a brief overview of its aims and objectives:

A review of the Pan-Dorset arrangements for the delivery of the Safeguarding Children's Partnership has been considered by the statutory partners: Dorset Police, NHS Dorset and both local authorities (LAs) involved in the Pan-Dorset arrangements, BCP Children's Services and Dorset Children's Services. The review recommends that the partnership arrangements be delivered separately for each LA and this is being put before the Cabinet for agreement.

It is being recommended that a separation of the Pan-Dorset Safeguarding Children arrangements is implemented and create two separate arrangements; A Dorset Safeguarding Children's Partnership and a BCP Safeguarding Children's Partnership in order to meet the needs of two separate Local Authorities and enable the effectiveness of the partnership arrangements moving forward. Allowing Dorset to focus on the local needs of our families and children so we develop our own partnership responses in line with our practice model and safeguarding arrangements locally.

5. Please provide the background to this proposal?

One of the fundamental reasons behind this proposal is the significant disparity between the two local authorities within the existing partnership, for example Dorset council is a Pathfinder for the social care reforms which requires us to operate differently to BCP. The authorities therefore operate differently, and their approaches to safeguarding and working practices often diverge. The recent changes outlined in the Working Together Guidance 2023 pose an additional challenge for our current Pan-Dorset arrangement. With the removal of the Independent Chair role, implementing the necessary changes becomes considerably more complex under a Pan-Dorset arrangement. By transitioning to a Dorset Safeguarding Partnership and a separate BCP Safeguarding Partnership, both authorities can adapt their structures and procedures seamlessly to align with the revised guidelines. This will enable them to fulfil their safeguarding responsibilities independently and effectively across the region, with each Director of Children's Services maintaining individual responsibility and being supported by scrutineers.

Evidence gathering and engagement

6. What sources of data, evidence or research has been used for this assessment? (e.g national statistics, employee data):

Evidence has come from the oversight of the place-based arrangements that we can see delays in significant pieces of work that are a priority for Dorset which may not

be the same for BCP. At times work is progressed at a Pan-Dorset meeting but input from both local authorities hasn't always been equal and when work is then ready for approval this can often be delayed as the work doesn't represent how BCP operate, and changes are requested and creates further delay. BCP are also wishing to deliver some key strategies differently and in order to do this it would need to be under the BCP partnership rather than a Pan arrangement.

7. What did this tell you?

There are no equality needs that will be impacted by the separation from BCP council. The work we wish to deliver for Dorset families and how we wish to work as a partnership is being delayed under the current arrangements. The extra familial harm strategy for example was significantly delayed and we had ensured the feedback from the youth justice inspection is incorporated but while work remains unapproved this becomes a challenge.

8. Who have you engaged and consulted with as part of this assessment?

All statutory safeguarding partners have been consulted, the Independent Chair of the Board, The lead member for Childrens services, the Chief Executive and the Children's DCS. Separate discussions have taken place with the current PDSCP business team and confirmed there will be no direct impact. The current business manager who may have been impacted has since found another role and resigned from the post. Both Dorset Council and BCP will now determine what individual capacity is required pending cabinet approval.

9. Is further information needed to help inform decision making?

No

Is an EQIA required?

Not every proposal will need an EqIA. The data and research should inform your decision whether to continue with this EqIA. If you decide that your proposal does not need an EqIA, please answer the following question:

This policy, strategy, project or service does not require and EqIA because (provide details):

This proposal supports better equality by allowing sole focus on our Dorset families and providing the right oversight and effectiveness of the partnership.

Assessing the impact on different groups of people

For each of the protected characteristics groups below, please explain whether your proposal could have a positive, negative, unclear or no impact. Where an impact has been identified, please explain what it is and if unclear or negative please explain what mitigating actions will be taken.

- use the evidence you have gathered to inform your decision making.
- consider impacts on residents, service users and employees separately.
- if your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option.
- see guidance for more information about the different [protected characteristics](#).

Key to impacts

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.

Impacts on who or what?	Choose impact	How
Age		
Disability		
Gender reassignment and Gender Identity		
Marriage or civil partnership		
Pregnancy and maternity		
Race and Ethnicity		
Religion and belief		

Updated April 2023

Impacts on who or what?	Choose impact	How
Sex (consider men and women)		
Sexual orientation		
People with caring responsibilities		
Rural isolation		
Socio-economic deprivation		
Single parents		
Armed forces communities		

Please provide a summary of the impacts:

Updated April 2023

Action Plan

Summarise any actions required as a result of this EqIA.

Issue	Action to be taken	Person(s) responsible	Date to be completed by

Sign Off

Officer completing this EqIA:

Officers involved in completing the EqIA:

Date of completion:

Version Number:

EqIA review date: Equality Lead Sign Off:

Next Steps:

- the EqIA will be reviewed by Communications and Engagement and if in agreement, your EqIA will be signed off.
- if not, we will get in touch to chat further about the EqIA, to get a better understanding.
- EqIA authors are responsible to ensuring any actions in the action plan are implemented.

Please send to [Diversity and Inclusion Officer](#)