

Equality Impact Assessment (EqIA) Template

1. Initial information

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

Council Plan 2024-2029

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

New strategy

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

External (residents, communities, partners)

Both internal and external

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

The Council Plan has been developed based on the current administration's election manifesto, as well as feedback from residents and partner organisations. The plan is underpinned by a 'PESTLE' analysis (looking at Political, Economic, Social, Technological, Legal and Environmental data and trends), which examines the changing environment in which the council operates now and in future.

Our four strategic priorities set out where we want to make a significant and positive difference. They are:

- Provide high quality housing
- Grow our economy
- Communities for all
- Respond to the climate and nature crisis

The council plan is an overarching strategy which sits above and pulls together different council strategies and action plans which set out how the organisation will achieve the above priorities.

5. Please provide the background to this proposal?

It is important that Dorset Council is clear in its articulation of its priorities, so that the residents of Dorset, our partners and colleagues who work throughout the organisation have a clear understanding of what this authority is aiming to deliver. The Council Plan is the key strategic business plan for the council. It sets out the council's vision, values and strategic priorities for the period of the current administration.

The Council Plan is the document that will provide visible accountability for performance, risk management and will shape how the council adapts to a changing world during the next five years. It sets the 'golden thread' for the work of colleagues to ensure that we are delivering against the priorities of the administration.

Evidence gathering and engagement

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

6.1 Demographic data¹

Tables 1 to 14 share national and local protected characteristic data, which is based on the census 2021.

Table 1: Proportion of Armed forces veterans, census 2021

Armed forces veterans	Dorset council area residents 16+
Previously served in regular UK armed forces	4.9%
Previously served in reserve UK armed forces	0.4%
Previously served in both regular and reserve UK armed forces	0.3%

Table 2: Proportion of Dorset residents by age, census 2021

Age	Dorset council area (all residents)
24 and under	23.2%
25-39	14.1%
40-49	10.7%
50-59	14.9%
60-64	7.6%
65-74	15.1%
75+	14.4%

Table 3: Proportion of Dorset residents providing unpaid care, census 2021

Carers	Dorset council area (all residents, 5+)
Providing unpaid care	9.36%

Table 4: Proportion of Dorset residents by disability, census 2021

¹ There is no pregnancy or maternity data provided because it is not provided by the 2021 census or suitable information being available.

Disability	Dorset council area (all residents in households)
Disclosed disability	19.3%
No disability	80.7%

Table 5: Proportion of Dorset residents by ethnicity, census 2021

Ethnic minorities	Dorset council (all residents)
Arab	0.1%
Asian	1.1%
Black	0.3%
Mixed	1.2%
Other	0.3%
White: Gypsy/ Irish Traveller	0.2%
White: Irish	0.5%
White: Other	2.5%
Ethnic minorities	6.1%
White: British	93.9%

Table 6: Proportion of Dorset residents by gender identity, census 2021²

Gender identity	Dorset council area residents 16+
Gender identity the same as sex registered at birth	94.34%
Gender identity different from sex registered at birth but no specific identity given	0.09%
Trans woman	0.07%
Trans man	0.05%
Non-binary	0.04%
All other gender identities	0.03%
Not answered	5.38%

Table 7: Proportion of Dorset residents by legal partnership status, census 2021

² The Office for National Statistics has confirmed this data set is 'official statistics in development.' This reflects their innovative nature and the evolving understanding of measuring gender identity, along with the uncertainty associated with these estimates.

Legal partnership status	Dorset council area residents 16+
Divorced or civil partnership dissolved	10.8%
Married, civil partnership, separated but still legally married or still legally in a civil partnership	53.7%
Single, never married and never registered a civil partnership	27.4%
Widowed or surviving civil partnership partner	8.2%

Table 8: Proportion of Dorset residents that are lone parents, census 2021

Lone parent	Dorset council area (all residents in households)
Single family households that are a lone parent family	8.1%

Table 9: Proportion of Dorset residents by nationality, census 2021

Nationality	Dorset council area (all residents)
United Kingdom	96.8%
European countries	2.3%
Non-European countries	0.9%

Table 10: Proportion of Dorset residents by religion and belief, census 2021

Religion and Belief	Dorset Council residents (all)
Buddhist	0.4%
Hindu	0.2%
Jewish	0.1%
Muslim	0.4%
Sikh	<0.0%
Other	0.6%
Christian	51.6%
No religion	40.1%
Not declared	6.5%

Table 11: Proportion of Dorset residents who live in areas of rural isolation³

Rural isolation	Dorset council area
Residents	46.0%

Table 12: Proportion of Dorset residents by sex, census 2021

Sex	Dorset council area (all residents)
Female	51.4%
Males	48.6%

Table 13: Proportion of Dorset residents by sexual orientation, census 2021

Sexual orientation	Dorset council area residents 16+
Lesbian, Gay, Bisexual and Other	2.2%
Heterosexual	90.6%
Did not answer	7.2%

Table 14: Socio-economic deprivation within Dorset Council area, census 2021

Socio-economic deprivation	Dorset council area (households)
Households	15.1%

6.2 Dorset Council Residents Survey 2023

- The residents' survey provides insight into residents' perceptions of where they live and the council and its services. The findings are statistically representative of the population of the Dorset Council area.
- 2,461 respondents completed the survey
- Resident surveys were previously conducted in 2019, 2020 and 2021
- Respondents were asked to complete demographic questions about age, sex, gender identity, ethnicity, disability, religion and belief, and sexual orientation.

6.3 Big Conversation Engagement activities, summer 2024

'A Big Conversation' resident engagement programme was delivered to achieve meaningful dialogue with our residents and communities, seeking their views on the council's proposed priorities for the next 5 years. By bringing people together (online and in person), we were able to understand individual views and use the insight to shape the Council Plan. There is a separate Big Conversation report available.

³ This data is based on Mid Year Estimates from 2018 - this is due to the Indices of Deprivation being released in 2019 which have current not been updated. Sources are 2018 MYE ONS; ID2019 Ministry of Housing Communities and Local Govt.

7. What did this tell you?

The data provided via these various sources shows that different communities live within the Dorset council area, which needs to be considered when developing policies and services for the future.

7.1 Census

The census data tells us the following:

- Nearly 5% of our residents are Armed forces veterans.
- The largest proportion of residents are drawn from the age groupings 24 and under or 65+.
- 9% of our residents are providing unpaid care.
- Just over 19% of our residents have a disability.
- Six per cent of our residents are from an ethnic minority.
- Many of our residents (94.3%) have the same gender identity as registered at birth.
- Many of our residents (53.7%) are married, civil partnership, separated but still legally married or still legally in a civil partnership.
- Just over 8% of households are lone-parent families
- The nationality of our residents is from the United Kingdom
- Just over 50% of our residents identify as being Christian.
- 46% of our residents live in areas of rural isolation
- Many residents (51.4%) identify as being female.
- 15.1% of our residents experience socio-economic deprivation

7.2 Resident survey

A summary of the resident survey results tells us the following:

- Men, respondents aged 16 to 54, respondents from the most deprived quintile and respondents from Dorset South were less likely to be satisfied with their local area as a place to live.
- Men, respondents aged 16 to 54, respondents from the most deprived quintile and respondents from Dorset South were less likely to be satisfied with the way Dorset Council runs things.
- Respondents aged 16 to 34 and respondents from Dorset South and South East Dorset were less likely to agree that Dorset Council provides value for money.
- Respondents aged 35 to 54, and respondents from South East Dorset were less likely to think Dorset Council acts on the concerns of residents.
- Respondents from younger age groups, respondents from the deprived quintile and respondents from Dorset North, Dorset South and South East Dorset were less likely to think Dorset Council keeps residents informed.
- Respondents aged 35 to 54 were less likely to say they trust Dorset Council.
- Women, respondents aged 16 to 34, those from the most deprived quintile and those from Dorset South were less likely to feel safe when outside in their local area after dark.

The residents' survey showed significant differences in perceptions and levels of satisfaction between residents in different parts of the Dorset Council area, which has directly informed the new 'Communities for all' strategic priority and the need to enhance the council's model for locality working.

7.3 Big Conversation

The Big Conversation engagement activity over the summer tested the proposed priorities with residents and other stakeholders. The overall outcome summary identified the following.

- The 'Communities for all' priority has the highest agreement overall compared to the other priorities.
- 'Kickstart the regeneration of Weymouth and surrounding areas' had the highest disagreement of all the themes at 21.79%.
- As an overall priority, the economy section had the highest disagreement percentages – namely due to 'Kickstart the regeneration of Weymouth and surrounding areas' (21.79%) and 'Support local and sustainable tourism' (9.19%).
- Across all the housing themes there is a high level of agreement, particularly in relation to reducing empty homes.
- 'Reduce Dorset's impact on climate change' and 'Help communities adapt for climate change impacts' had disagreement rates of 10.93% and 9.51% respectively. 'Support the recovery of nature' however had the 4th highest overall agreement, at 97.41%.
- Town and Parishes specifically disagreed with the 'Kickstart the regeneration of Weymouth and surrounding areas' aim, with 66.67% disagreeing across the 4 events.
- When looking at the youth events, the lowest agreement rate was with the 'Support local and sustainable tourism' aim at 60.71%.
- A reoccurring theme across all 12 of the overarching themes was regarding public and/or community transport.

Feedback from this engagement has been used to help shape the Council Plan and ensure it meets resident expectations.

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

- Members of the Joint Overview Committee
- Cabinet members
- Corporate Director, Strategy, Performance and Sustainability
- Corporate Director, Transformation, Customer & Cultural Services
- Head of Strategic Comms and Engagement
- Business Partner - Communities & Partnerships

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:

N/A

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

N/A

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**
 - the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
- Negative Impact**
 - protected characteristic group(s) could be disadvantaged or discriminated against
- Neutral Impact**
 - no change/ no assessed significant impact of protected characteristic groups
- Unclear**
 - not enough data/evidence has been collected to make an informed decision.

Impacts on who or what?	Strategic Priorities	Choose impact	How
	Provide high-quality housing	Positive	We anticipate a positive impact by achieving the key housing objectives outlined in the council plan, which include providing affordable, high-quality, and safe housing for all our residents of different age groups.

Impacts on who or what?	Strategic Priorities	Choose impact	How
Age	Grow our economy	Positive	We anticipate a positive impact on different age groups by encouraging growth, fostering innovation and supporting business within Dorset. These actions will help create new jobs and help the council achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on different age groups because we want to create communities where everyone can thrive regardless of age. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on different age groups living within or visiting Dorset as we prepare our communities to become more resilient and well-prepared for adapting to environmental change.
Disability	Provide high-quality housing	Positive	We anticipate a positive impact from achieving the key housing objectives outlined in the council plan, which include providing affordable, high-quality, and safe housing for all our residents with a disability.
	Grow our economy	Positive	We anticipate a positive impact on all our residents/visitors who have a disability by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and help the council achieve its economic objectives as outlined in the council plan.
		Positive	We anticipate a positive impact on residents/visitors who have a disability because we want to create communities where everyone can thrive. Achievement of this priority will support improvements

Impacts on who or what?	Strategic Priorities	Choose impact	How
	Communities for all		<p>to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents/visitors with a disability as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.
Gender reassignment and Gender Identity	Provide high-quality housing	Positive	We anticipate a positive impact by achieving the key housing objectives outlined in the council plan, which will provide affordable, high-quality, and safe housing for all our residents of different gender identities.
	Grow our economy	Positive	We anticipate a positive impact on all our residents/visitors with different gender identities by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and help the council achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on residents/visitors with a different gender identity because we want to create communities where everyone can thrive regardless of their gender. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result,</p>

Impacts on who or what?	Strategic Priorities	Choose impact	How
			the action plan has identified the requirement to undertake further work.
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents/visitors with a different gender identity as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.
Marriage or civil partnership	Provide high-quality housing	Positive	We anticipate a positive impact from achieving the key housing objectives outlined in the council plan. These objectives will provide affordable, high-quality, safe housing for all married residents or civil partnerships living within the Dorset Council area.
	Grow our economy	Positive	We anticipate a positive impact on all our married or civil partnership residents/visitors by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council to achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on residents/visitors who are married or in a civil partnership because we want to create communities where everyone can thrive regardless of their legal status. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents/visitors who are married or in a civil partnership as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.

Impacts on who or what?	Strategic Priorities	Choose impact	How
Pregnancy and maternity	Provide high-quality housing	Positive	We anticipate a positive impact from achieving the key housing objectives outlined in the council plan. These objectives will provide affordable, high-quality, safe housing for all residents who are pregnant or undertake maternity leave.
	Grow our economy	Positive	We anticipate a positive impact on all residents/visitors who are pregnant/undertake maternity leave by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council to achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on residents/visitors who are pregnant or undertake maternity leave because we want to create communities where everyone can thrive regardless of their family leave status. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents who are pregnant or undertake maternity leave as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change. This priority will also benefit future generations – i.e. the babies born to people who are pregnant or on maternity leave.
Religion and belief	Provide high-quality housing	Positive	We anticipate a positive impact by achieving the key housing objectives outlined in the council plan. These objectives will provide affordable, high-

Impacts on who or what?	Strategic Priorities	Choose impact	How
Religion and belief			quality, safe housing for all residents who hold a religion and belief. The achievement of this goal will enable all our residents who hold a religion and belief to live and thrive in Dorset.
	Grow our economy	Positive	We anticipate a positive impact on all our residents/visitors who hold a religion and belief by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council to achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on residents/visitors who hold a religion and belief because we want to create communities where everyone can thrive regardless of their faith. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents/visitors who hold a religion and belief as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.
Sex (consider men and women)	Provide high-quality housing	Positive	We anticipate a positive impact by achieving the key housing objectives outlined in the council plan and providing affordable, high-quality, safe housing for all our residents, whether female or male.
	Grow our economy	Positive	We anticipate a positive impact on all our residents/visitors, whether female or male, by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council

Impacts on who or what?	Strategic Priorities	Choose impact	How
Sex (consider men and women)			to achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on residents/visitors who are either female or male because we want to create communities where everyone can thrive regardless of their sex. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents/visitors who are female or male as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.
Sexual orientation	Provide high-quality housing	Positive	We anticipate a positive impact from achieving the key housing objectives outlined in the council plan, which will provide affordable, high-quality, safe housing for all our residents of different sexual orientations.
	Grow our economy	Positive	We anticipate a positive impact on all our residents/visitors with different sexual orientations by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council to achieve its economic objectives as outlined in the council plan.
		Positive	We anticipate a positive impact on residents/visitors with different sexual orientations because we want to create communities where everyone can thrive regardless of sexuality. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits

Impacts on who or what?	Strategic Priorities	Choose impact	How
	Communities for all		<p>individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents/visitors with different sexual orientations as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.
Rural isolation	Provide high-quality housing	Positive	We anticipate a positive impact by providing affordable, high-quality, safe housing for all our rurally isolated residents by achieving the key housing objectives outlined in the council plan.
	Grow our economy	Positive	We anticipate a positive impact on all our residents who experience rural isolation by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council to achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on residents who experience rural isolation because we want to create communities where everyone can thrive regardless of location. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>

Impacts on who or what?	Strategic Priorities	Choose impact	How
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents who experience rural isolation as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.
Socio-economic deprivation	Provide high-quality housing	Positive	We anticipate a positive impact from achieving the key housing objectives outlined in the council plan, which will provide affordable, high-quality, safe housing for all our residents who experience socio-economic deprivation. Achieving this goal will enable all our residents who experience socio-economic deprivation to live and thrive in Dorset.
	Grow our economy	Positive	We anticipate a positive impact on all our residents who experience socio-economic deprivation by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council to achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on residents who experience socio-economic deprivation because we want to create communities where everyone can thrive regardless of location. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents who experience socio-economic deprivation as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.

Impacts on who or what?	Strategic Priorities	Choose impact	How
Lone parents	Provide high-quality housing	Positive	We anticipate a positive impact by providing affordable, high-quality, safe housing for all our lone parents by achieving the key housing objectives outlined in the council plan. Achieving this goal will enable all our lone-parent residents to live and thrive in Dorset.
	Grow our economy	Positive I	We anticipate a positive impact on all our lone parent residents/visitors by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council to achieve its economic objectives as outlined in the council plan.
Lone parents	Communities for all	Positive	<p>We anticipate a positive impact on residents/visitors who are lone parents because we want to create communities where everyone can thrive regardless of location. Achievement of this priority will support improvements to health, social mobility, inclusion, and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on residents/visitors who are lone parents who experience socio-economic deprivation as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.
	Provide high-quality housing	Positive	We anticipate a positive impact by providing affordable, high-quality, safe housing for all members of the armed forces communities by achieving the key housing objectives outlined in the council plan.
		Positive	We anticipate a positive impact on all members of the armed forces

Impacts on who or what?	Strategic Priorities	Choose impact	How
Armed forces communities	Grow our economy		communities by encouraging growth, fostering innovation, and supporting business within Dorset. These actions will help create new jobs and enable the council to achieve its economic objectives as outlined in the council plan.
	Communities for all	Positive	<p>We anticipate a positive impact on the armed forces communities because we want to create communities where everyone can thrive regardless of location. Achievement of this priority will support improvements to health, social mobility, inclusion and reduced poverty, which benefits individuals and families and improves the well-being, resilience, and prosperity of a whole community.</p> <p>We recognise that this council priority is the least developed, and further work is needed to share it through co-design with partners and communities. As a result, the action plan has identified the requirement to undertake further work.</p>
Armed forces communities	Respond to the climate and nature crisis	Positive	We anticipate a positive impact on all members of the armed forces as we prepare our communities to become more resilient and well-prepared as they adapt to environmental change.

Please provide a summary of the impacts:

We anticipate the new council plan will positively impact residents/visitors.

Further work is required concerning the Communities for all strategic priority. It is recognised that further work will help to strengthen the positive impact identified in the current version of the council plan.

The council plan is considered to have a positive impact as it is committing it to achieve the five level outcomes identified in the EDI Strategy 2024-27. These are:

- Equality, diversity and inclusion is everyone’s business
- Services and facilities are accessible for all
- We will strengthen our relationships with communities
- We celebrate and support our diverse workforce
- The council celebrates the diversity of Dorset

It is recognised that possible risks related to cyber, financial issues, climate change, or global events will impact the delivery of the council plan. If this occurs, this EqIA will be reviewed and updated if appropriate.

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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
Communities for all	To undertake further work to shape the Communities for all priority, which will be achieved through co-design with partners and communities.	Cllr Ryan Hope	TBC
Reporting	Ensure the outcomes of the council's strategic priorities are shared within and outside the council at key points throughout the year.	Steve Ford	TBC
Accessible formats	Ensure the council plan is available in accessible formats that meet the needs of different communities within the Dorset Council area.	Jen Lowis	31 Jan 2025

Sign Off

Officer completing this EqIA: Jen Lowis, Head of Strategic Communications and Engagement

Officers involved in completing the EqIA: Laura Cornette, Business Partner for Communities and Partnerships, James Palfreman-Kay, Equality Diversity and Inclusion Officer

Date of completion: 17.10.2024

Version Number: 1

EqIA review date: 17.10.2025

Equality Lead Sign Off: Laura Cornette Business Partner – Communities and Partnerships

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](#)

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