

Cabinet

28 January 2025

Dorset Shared Prosperity Fund Extension

Appendix 2: Equality Impact Assessment

Impacts on who or what?	Choose impact	How
Age	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities, businesses and skills learning. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Individual support may be achieved through the people skills and learning element.</p>
Disability	Positive impact	<p>The Local Business Support Grant Scheme is open to all businesses in Dorset. It has been decided to make this as inclusive as possible and thereby not to exclude any sectors or size of business.</p> <p>The Communities and Place Grant Scheme, provide support for grassroots community-led local development, supporting local groups to lead on what their community needs and wants. To ensure that these grants are inclusive, a community can be a community of interest or a geographic community.</p> <p>It is anticipated that all parts of the community will benefit.</p> <p>Individual support may be achieved through the skills and learning element.</p>
Gender reassignment and Gender Identity	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities, businesses and skills learning. It is anticipated that a wide range of characteristics benefit from</p>

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		<p>either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Individual support may be achieved through the skills and learning element.</p>
Marriage or civil partnership	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities, businesses and skills learning. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Individual support may be achieved through the skills and learning element.</p>
Pregnancy and maternity	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities, businesses and skills learning. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Individual support may be achieved through the skills and learning element.</p>
Race and Ethnicity	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities, businesses and skills learning. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Individual support may be achieved through the skills and learning element.</p>

Impacts on who or what?	Choose impact	How
Religion and belief	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support infrastructures in communities and support businesses to grow.</p> <p>It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Payments for activities of a party political or exclusively religious nature are not eligible for grants.</p> <p>Individual support may be achieved through the skills and learning element.</p>
Sex (consider men and women)	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities and businesses. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Individual support may be achieved through the skills and learning element.</p>
Sexual orientation	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities, businesses and skills learning. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Individual support may be achieved through the skills and learning element.</p>
People with caring responsibilities	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities and skills learning. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve</p>

Impacts on who or what?	Choose impact	How
		<p>infrastructure in communities and support businesses to develop, diversify and strengthen. I.</p> <p>Individual support may be achieved through the skills and learning element of improvements in a community group offer through successful grant award.</p>
Rural isolation	Positive impact	<p>Under the community Infrastructure grants, “Projects located in areas of greatest need are especially encouraged”</p> <p>Through scoring and assessments, a wide geographical spread will be supported within applications made for grants.</p> <p>It is anticipated that improvements under digital connectivity will directly support some forms of community isolation.</p>
Socio-economic deprivation	Positive impact	<p>Under the community Infrastructure grants, “Projects located in areas of greatest need are especially encouraged”</p> <p>These areas were identified in the early stages and awareness will be made throughout the grant process.</p> <p>Individual support may be achieved through the skills and learning element which may improve employability and skill levels.</p>
Single parents	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities, businesses and skills learning. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p>

Impacts on who or what?	Choose impact	How
		Individual support may be achieved through the skills and learning element which may improve employability and well being.
Armed forces communities	Positive impact	<p>The aims, outputs and outcomes of the UKSPF/REPF funds are to support communities, businesses and skills learning. It is anticipated that a wide range of characteristics benefit from either a grant award or the partner activities that improve infrastructure in communities and support businesses to develop, diversify and strengthen that promote employment and opportunities to all.</p> <p>Individual support may be achieved through the skills and learning element.</p>

The outputs, outcomes expected are detailed in the Investment Plan.

[Submitted Dorset SPF Investment Plan.pdf](#)

Under the UKSPF/REPF schemes there is an expectation that a variety of benefits are derived from the activities of partners and successful grant awards.

It is anticipated that businesses will benefit from both mentoring support and grant funds to support either development and growth, diversification, produce feasibility studies and improve research & development. This in turn will support the local economy, improve employment opportunities and encourage a range of businesses in the Dorset council region.

It is expected that Communities will benefit from improved facilities and amenities with greater digital connectivity, improved tourism, activity routes and trails and local economy. Additionally, local groups will have been financially supported to deliver improved service and/or facilities within their community. Benefits that may be derived from this could include an increase in community cohesion, delivery at a place of need, improved wellbeing and stability of local support.

Specific grants will support Low Carbon initiatives and overall, there will be a strong awareness and consideration for the environmental impact of all awards. Healthy Homes and Low Carbon support the council's strategy and ambitions for Net Zero Dorset and the benefit to the Dorset community.

Individuals may gain from the skills and learning opportunities which aim to enhance skills, self-esteem, wellbeing and employability. This in turn supports better prospects for individuals and employers promoting overall growth in the local economy.

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
Communication plan	<p>A dedicated web page for each fund has been established on the Dorset Council website to provide accessible information.</p> <p>A wide range of groups, federations, civic centres will be contacted in advance of the grant scheme live date (when confirmed) to ensure as wider knowledge/geographical coverage as possible. Internal support will also be used to improve delivery of information.</p> <p>Communications team will deliver required and suitable media coverage after Cabinet decision on 5 Dec 2023</p>	<p>Project Manager – Helen Priest</p> <p>Communication team - James Potten</p>	<p>8th December 2023</p>

Updated April 2023

Issue	Action to be taken	Person(s) responsible	Date to be completed by
Support for community groups in grant applications	<p>Additional support will be made available through additional checklists, email and telephone support (where possible from third sector groups)</p> <p>Details have yet to be confirmed</p>	<p>PM – Helen Priest</p> <p>Community sector support (tba)</p>	<p>Ongoing through project grant award process ie. Mar 2025</p>
Geographical representation and fairness of grants awards	<ul style="list-style-type: none"> • a scoring mechanism has been published in the scheme document DC draft UKSPF- Grant-Scheme-Doc.docx detailing how awards are assessed. • a grants panel will make final recommendations base on all information provided and financial checks made. A grants protocol has been written to inform and provide consistency in awards. • Internal support from departments also delivering grant awards for cross check of ensuring groups are supported across Dorset council funding. 	<p>PM – Helen Priest</p> <p>Grants panel (tba)</p>	<p>Ongoing through project grant award process ie. Mar 2025</p>
EqIA review	<ul style="list-style-type: none"> • 6 monthly review of EqIA assessment once grant awards open in relation to Economic Growth Strategy EqIA - Dorset Council 	<p>PM – Helen Priest</p>	<p>Ongoing to project completion in Mar 2025</p>

Updated April 2023

Sign Off

Officer completing this EqIA: Helen Heanes Principal Economic Development Officer

Officers involved in completing the EqIA: Helen Priest Project Manager UKSPF/REPF, Jon Bird, Service Manager, Growth and Economic Regeneration

Date of completion: **Version 2 09.11.23**

Version Number: 1 (09.10.23)

EqIA review date:

Equality Lead Sign Off: [By email, 22/11/2023]