

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:

Dorset National Landscape (area of outstanding natural beauty) Management Plan 2026-2031

2. This is a:

Review of a policy document

3. Is this internal / external?:

Both internal and external

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

The primary purpose of the National Landscape (area of outstanding natural beauty) designation is to conserve and enhance natural beauty. In pursuing the primary purpose, account should be taken of the needs of agriculture, forestry, other rural industries and the social and economic needs of local communities. Particular regard should be paid to promoting sustainable forms of social and economic development that in themselves conserve and enhance the environment.

Recreation is not an objective of designation but the demand for recreation should be met so far as this is consistent with the conservation of natural beauty and the needs of agriculture, forestry and other uses.

The National Landscape Management Plan sets out the policies and actions required by statutory undertakers and others to meet this primary purpose and fulfil statutory requirements for this nationally important protected landscape which covers 42% of Dorset.

We consider our primary audience as people who live and/or work in the Dorset National Landscape (DNL) as well as those who visit.

5. Please provide the background to this proposal:

This will be the 5th edition of this plan (not counting a 'one-page plan' that extended the 2019-2024 policies for the calendar year 2025). During the lifespan of the previous plan, the government sponsored Landscapes Review was published (the Glover Review) which made several recommendations. Most of these were to government, but the review also highlighted the lack of diversity in governance, engaged audience and activities. With other National Landscape colleagues, the Dorset National Landscape partnership and team has continued efforts to address this challenge.

Partners were consulted in March-May while conducting a data review; this informed the re-drafting process. Once approved by the National Landscape Partnership Board, we will launch an open public consultation (July-Sept) during which we will make efforts to seek responses from underserved communities.

Evidence gathering and engagement

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

National data: the strategic assessment of the landscape has been updated using the best available national data. Census data was used to provide a baseline of the landscape's local audience.

Local intelligence: in addition, local intelligence was gathered using Review Groups and Annual Forums, together with data collected for the Strategic Environmental Assessment to draft the Management Plan.

7. What did this tell you?

In parallel to the Management Plan development, a Strategic Environment Assessment (SEA) has been undertaken to inform and shape the Management Plan, providing the tools for an environmental, economic and social audit to be used at appropriate stages of the Plan process. As part of the SEA scoping process, it was important to have a clear picture of the current and future state of the National Landscape. The range and sources of information gathered to do so can be seen in Section 5 of the SEA. You can find the SEA on the Dorset National Landscape website.

Indicators were used to highlight trends, which for the 'people' elements of the Plan included:

- Human health & wellbeing
- Access & transport
- Education, training & skills
- Economy
- Access to ecosystem services

Using these indicators, the most relevant issues to the purpose of the National Landscape and those showing the most negative absolute figures or trends were judged to be:

- Health & wellbeing: predicted increase in dementia associated with an aging population
- Health & wellbeing: Overweight children and adults
- Access & transport: pockets of extreme rural isolation
- Education, training & skills: pockets of low skills development in young people

We therefore ensured these were covered within the relevant policy framework of the Plan or will be used as priorities in delivery.

In terms of accessing the landscape and its benefits, underserved communities have been also been assessed as:

- Youth and older people
- Refugee communities and those of the global majority
- Rurally isolated people
- People living with long term health conditions and their carers
- People experiencing socio-economic deprivation

The criteria in the Strategic Environment Assessment were extended to include social criteria, based on Natural England, Ecosystem Knowledge Network and Natural Capital Committee guidance. These were:

- Reduce consumption and minimise waste.
- Conserve and enhance the historic and cultural environment and encourage enjoyment of it.
- Reduce health inequality and improve wellbeing of the population

- Improve sustainable travel, access and transport options for all
- Raise standards of education and training and promote employment skills
- Improve opportunities for economic activity that enhance natural and societal capital.
- Enable fair and equitable access to ecosystem services.

Once the Objectives and Policies of the Management Plan were drafted, these extended criteria were applied to all Objectives and Policies in the Management Plan to identify which could have a negative, neutral or positive impact. All policy interactions related to the indicators above – specifically where they relate to people, rather than the environmental assets themselves – were neutral or positive.

The majority of the Objectives and Policies within the Management Plan will have a positive impact on all people that live and work in and visit the Dorset National Landscape. This is twofold: on one hand by enhancing the environmental assets and reducing environmental risks (eg flooding or wildfire), on the other by increasing the equitability of access to those environmental benefits. Some policies and the supporting actions described specifically target benefits towards underserved communities.

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

Pre-drafting: targeted community consultation: the DNL team invested a significant amount of time to ensure gathering of good local intelligence on local issues and opportunities through 3 Annual Forums in Blandford, Bridport and Wareham (November '24) which were aimed at Parish & Town Councils and place-based community groups; this was an initial consultation.

In March-May, the team convened 'expert review groups' with a dual task. Firstly, to understand the current forces for change – both opportunities and pressures that impact on the policy framework and implementation of the Management Plan. Secondly, to comment on the existing plan's strengths and weaknesses. These expert review groups brought together partners and specialists in relevant topic areas eg access, health & wellbeing, and learning, as well as land management, heritage conservation, etc. They included the steering groups for FLAVOURS (our project aiming to reduce barriers to accessing the countryside for Dorset's refugees and ethnically diverse communities) and NATURE BUDDIES (our project aiming enhance access to the countryside for people experiencing barriers for health reasons).

During this time Dorset Council's EDI Engagement Panel was also consulted; advice received has flowed into policy drafting.

Public consultation on a draft plan: the plan was subject to a public consultation from July to September, using Dorset Council's consultations portal. This was widely publicised (open communication) as well as promoted by targeted communications with community leaders from the communities engaged by the Dorset Race Equality Council, who are represented on the National Landscape Partnership Board.

140 responses were made; elements of the plan have been adjusted according to information received.

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

We believe this process has been thorough and adequately informative.

Is an EQIA required?

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

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

We believe this plan should be subject to an EqlA.

Assessing the impact on different groups of people

The standard table has been replaced by a policy matrix at the end of this document. This shows where the policy or objective has no impact (=) or a positive effect (+); where emboldened this shows it has a more significant impact. No negative impacts have been assessed.

Impact summary

Most policy impacts have been identified as neutral with some minor positives. One area of the plan delivers stronger positive interactions. Reasoning as follows:

A new section on Equality, Diversity & Inclusion at 4.3.3 states:

The Equality Act (2010) has underpinned a movement towards greater levels of equality, although many parts of society still experience discrimination. Historically underserved communities in the Dorset National Landscape are minority ethnic and refugee communities, young people and those on low incomes. In addition, it is recognised that additional efforts need to be made by the partnership to include people living with long-term health conditions and their carers, and those experiencing rural isolation.

The Landscapes Review (2019) highlighted the real and perceived barriers to accessing the countryside faced by many people, particularly those from the global majority, disabled and/or with low incomes. The review also remarked upon the lack of diversity in the land management sector and in the governance of protected landscapes.

A lack of diversity in audiences engaged in protected landscapes limits national representation in these national assets, the potential supporter base, and risks creating a culture of exclusivity.

Objective B1 is worded as follows:

OBJECTIVE B1: ENABLING ENJOYMENT AND ACCESS FOR WELLBEING

Everyone can experience and access Dorset's landscapes, enjoying the health and wellbeing benefits they provide, whether in person or remotely. Opportunities to connect with nature and the countryside are plentiful and accessible, supporting physical and mental health for all, while respecting the special qualities of the National Landscape

Policy B1a is also targeted 'for all':

Policy B1a: Expand and improve opportunities for health and wellbeing through connection with the landscape

·Support and develop activities that foster wellbeing by strengthening people's connection to nature and the landscape.

- Develop and support measures to improve access to the coast and countryside for all, ensuring compatibility with the purposes of National Landscape designation.
- Enable remote engagement with the landscape for those unable to visit in person.

Policy B3b is specifically inclusive in terms of age:

Policy B3b: Support the use of the National Landscape for life-long learning

- Support initiatives for children and young people to learn about the Dorset National Landscape through outdoor, curricular, and extra-curricular activities.
- Encourage lifelong learning opportunities within the National Landscape.

Policy B4a promotes diversity:

Policy B4a: Support and diversify community engagement and stewardship

Objective D1 is an overarching policy statement on methods in delivery and is deliberately inclusive:

OBJECTIVE D1: ENGAGING PEOPLE IN KEY DECISIONS RELATING TO THE NATIONAL LANDSCAPE

All relevant people are actively involved in key decisions affecting the National Landscape, ensuring that diverse voices shape its future. Inclusive participation and co-creation of initiatives foster lasting positive changes supported by the wider community.

Policy D1a: Support inclusive participation in National Landscape decision-making

- Broaden representation in National Landscape Partnership decision-making, actively including voices from underserved communities.
- Seek to co-design activities with the intended beneficiaries
- Engage with underserved communities, building relationships through trusted intermediaries and co-creating activities.

Policy D1b: Support diversification of the land management sector workforce

- Support activities which facilitate new entrants into farming, forestry, conservation and other nature-based sectors

In addition, the following positive changes have been made from the previous Management Plan:

1. Terminology and Framing

- The 2026–2031 plan consistently uses the term “National Landscape” instead of “AONB,” aligning with national rebranding and a more inclusive framing of these protected landscapes.
- The new plan explicitly references “underserved communities”, “inclusive access”, and “equity”, which were largely absent or implicit in the 2019–2024 plan.

2. New EDI-Specific Content

- Section 3.4 includes reference to Stepping into Nature, Nature Buddies and FLAVOURS as successful projects specifically engaging with people who face barriers to accessing the protected landscape.

·Section 4.3.3 (Equality, Diversity and Inclusion) is entirely new in the 2026–2031 plan. It:

Acknowledges the Equality Act 2010.

Identifies minority ethnic and refugee communities, young people, and those on low incomes as historically underserved in Dorset.

References the Landscapes Review (2019) and its findings on barriers to access and lack of diversity in governance and the land management sector.

Recognises the risk of exclusivity in protected landscapes if diversity is not addressed.

3. Governance and Representation

·The 2026–2031 plan includes a new policy (D1a) to:

Broaden representation in decision-making.

Co-design activities with intended beneficiaries.

Engage underserved communities through trusted intermediaries.

·The Partnership Board now includes the Dorset Race Equality Council, which was not listed in the 2019–2024 plan.

4. Access and Inclusion Policies

·Objective B1 in the new plan is more explicit about inclusive access:

“Everyone can experience and access Dorset’s landscapes... whether in person or remotely.”

Includes remote engagement for those unable to visit.

·Policy B4a promotes diversified volunteering and community engagement with a focus on inclusion.

Objective D1 and its related policies are explicitly about inclusive participation in relevant decision-making, and diversification within the land management sector.

5. Representation

·The 2026–2031 plan expands cultural references to include:

Sylvia Townsend Warner and Valentine Ackland, highlighting LGBTQ+ heritage.

Acknowledges the role of museums and galleries in preserving diverse cultural narratives.

Mentions Nature Calling, a national project engaging underserved communities through creative commissions.

Summary by Key Topic Areas

1. Recognition of Inequality

The new plan explicitly acknowledges structural and historical inequalities in access to landscapes and participation in their management.

2. Inclusive Governance

Commitment to diversifying the Partnership Board and decision-making processes.

3. Access for All

Stronger emphasis on physical and digital accessibility, inclusive infrastructure, and targeted engagement.

4. Cultural Inclusion

Broader representation of cultural narratives, including minority and LGBTQ+ voices.

5. Community Co-Design and Participation

Policies now support co-creation of initiatives with underserved communities and promote inclusive volunteering.

Action Plan

Summarise any actions required as a result of this EqlA.

While this policy plan does not have an action plan directly associated with it, an annual business plan is developed for the Dorset National Landscape Team. This is presented for approval by the Dorset National Landscape Partnership Board, which makes its assessment based on delivery of policies within the Dorset National Landscape Management Plan.

Issue	Action to be taken	Person(s) responsible	Date to be completed by
Maintain EDI effort & relationships	Maintain relationships developed through exemplar projects such as FLAVOURS, Nature Buddies & Nature Calling.	Tom Munro Sue Dampney	26-27 business plan will be confirmed in Jan '26
Develop funding to support EDI action	The team has committed to developing a bid to Landscape Connections, National Lottery Heritage Fund's flagship grant programme for Protected Landscapes. Enabling access to, and connection with, the National Landscape, prioritised towards typically underserved communities, is a priority to build into this bid. The bid itself would be subject to EqlA.	Tom Munro Sue Dampney Ian Rees	Target submission date May '26

Sign Off

Officer completing this EqlA: Tom Munro

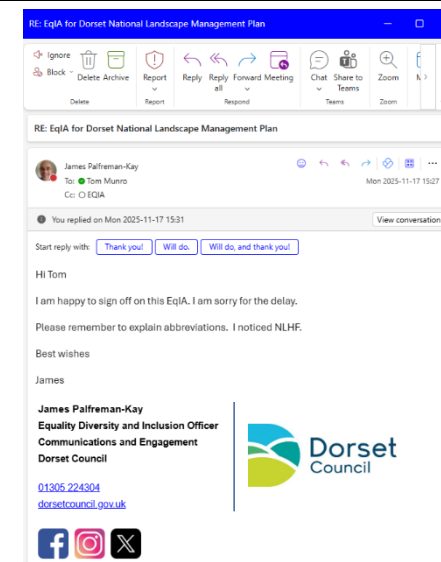
Officers involved in completing the EqlA: Sue Dampney, Sally King, Ian Rees

Date of completion: 17-10-2025

Version Number:

EqlA review date: 17-11-2025

Equality Lead Sign Off: James Palfreman-Kay



Next Steps:

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

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

POLICY MATRIX: This shows where the policy or objective has no impact (=) or a positive effect (+); where emboldened this shows it has a more significant impact.

2026-2031 Dorset National Landscape Management Plan policies and objectives	Age	Disability	Gender reassignment and Gender Identity	Marriage or civil partnership	Pregnancy and maternity	Race and Ethnicity	Religion and belief	Sex (consider men and women)	Sexual orientation	People with caring responsibilities	Rural isolation	Socio-economic deprivation	Single parents	Armed forces communities
OBJECTIVE A1: CONSERVING AND ENHANCING NATURE														
Policy A1a Deliver landscape-scale nature recovery and habitat connectivity	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy A1b Integrate soil, air, and water quality improvements into land management	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy A1c Enhance coastal, river and wetland ecosystems for biodiversity and resilience	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy A1d Expand sustainably managed woodlands and greater numbers of trees outside woodlands	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy A1e Protect and promote geodiversity as a core component of nature and the landscape	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE A2: CONSERVING AND ENHANCING HISTORIC LANDSCAPES														
Policy A2a Conserve and celebrate Dorset's historic environment	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE A3: ADAPTING TO ENVIRONMENTAL CHANGE														
Policy A3a Implement nature-based solutions for climate adaptation and resilience	=	=	=	=	=	=	=	=	=	=	=	=	=	=

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Policy A3b Support coastal management which promotes natural processes	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE A4: BUILDING SKILLS FOR A SUSTAINABLE FUTURE														
Policy A4a Develop skills and capacity for sustainable land and natural resource management	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy A4b Develop skills and capacity for heritage conservation.	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE A5: PROMOTING SUSTAINABLE MARKETS														
Policy A5a Foster markets for sustainable local products, and promote ethical green finance for the rural economy	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE B1: ENABLING ENJOYMENT AND ACCESS FOR WELLBEING														
Policy B1a: Expand and improve opportunities for health and wellbeing through connection with the landscape	+	+	+	+	+	+	+	+	+	+	+	+	+	+
OBJECTIVE B2: PROMOTING SUSTAINABLE TOURISM AND ACCESS														
Policy B2a: Develop and promote sustainable visitor experiences and access	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE B3: FOSTERING UNDERSTANDING AND AWARENESS														

	Age	Disability	Gender reassignment and Gender Identity	Marriage or civil partnership	Pregnancy and maternity	Race and Ethnicity	Religion and belief	Sex (consider men and women)	Sexual orientation	People with caring responsibilities	Rural isolation	Socio-economic deprivation	Single parents	Armed forces communities
2026-2031 Dorset National Landscape Management Plan policies and objectives														
Policy B3a: Enhance interpretation and communication about the National Landscape	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy B3b: Support the use of the National Landscape for life-long learning	+	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE B4: ENGAGING LOCAL PEOPLE IN LANDSCAPE STEWARDSHIP														
Policy B4a: Support and diversify community engagement and stewardship	+	+	+	+	+	+	+	+	+	+	+	+	+	+
OBJECTIVE C1: CONSERVING AND ENHANCING THE NATIONAL LANDSCAPE AND ITS SETTING THROUGH PLANNING AND DEVELOPMENT														
Policy C1a: Support development that conserves and enhances the National Landscape	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE C2: ENSURING EFFECTIVE LANDSCAPE ASSESSMENT AND MONITORING														
Policy C2a: Require high-quality landscape assessment and evidence-based planning	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE C3: SUPPORTING NECESSARY AND SUSTAINABLE DEVELOPMENT														
Policy C3a: Enable appropriate development that supports landscape management	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy C3b: Enable appropriate development that supports community needs	=	=	=	=	=	=	=	=	=	=	=	=	=	=

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2026-2031 Dorset National Landscape Management Plan policies and objectives														
Policy C3c: Enable appropriate development that supports adaptation to, and mitigation of climate change	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE C4: AVOIDING HARMFUL DEVELOPMENT AND PROTECTING SPECIAL QUALITIES														
Policy C4a: Prevent and mitigate negative impacts of development on landscape and visual character affecting the National Landscape	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy C4b: Prevent and mitigate negative impacts of development on nature	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy C4c: Limit forms of development with the greatest potential for harm	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE D1: ENGAGING PEOPLE IN KEY DECISIONS RELATING TO THE NATIONAL LANDSCAPE														
Policy D1a: Support inclusive participation in National Landscape decision-making	+	+	+	+	+	+	+	+	+	+	+	+	+	+
Policy D1b: Support diversification in the land management sector workforce	+	+	+	+	+	+	+	+	+	+	+	+	+	+
OBJECTIVE D2: INFORMING DECISIONS WITH HIGH-QUALITY EVIDENCE AND BEST PRACTICES														
Policy D2a: Support evidence-based decision-making and conservation practices	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy D2b: Support the landscape approach and an understanding of landscape systems	=	=	=	=	=	=	=	=	=	=	=	=	=	=

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OBJECTIVE D3: MONITORING AND ADAPTING TO ACHIEVE OPTIMAL OUTCOMES														
Policy D3a: Implement monitoring to inform adaptation and improve outcomes	=	=	=	=	=	=	=	=	=	=	=	=	=	=
Policy D3b: Engage local people in monitoring their environments	=	=	=	=	=	=	=	=	=	=	=	=	=	=
OBJECTIVE D4: DEVELOPING COLLABORATIVE WORKING THROUGH PARTNERSHIPS														
Policy D4a: Foster partnerships for effective landscape management	=	=	=	=	=	=	=	=	=	=	=	=	=	=