

Ref. No.	CO/EP/1
Category:	
People	
Place	
Corporate	Yes
In Constitution	

## Sandbags Policies (4 policies)

### Policy Details

What is this policy for?	Sandbags Policy, the policy sets out how and when sandbags will be made available to the public of Dorset.
Who does this policy affect?	The public of Dorset who may be vulnerable to flooding.
Keywords	Flood Protection, Sandbags, local flooding advice.
Author	Sovereign Councils Emergency Planning officers
Dorset Council policy adopted from	<p>East Dorset District Council            North Dorset District Council            Purbeck District Council            West Dorset District Council            Weymouth &amp; Portland Borough Council</p> <p>Dorset Council has adopted policies from its constituent councils. Please be aware varying policies apply within the Dorset Council area. Policies will be reviewed and/or harmonised by 1 April 2021.</p>
Does this policy relate to any laws?	There is no statutory requirement for a local authority to provide sandbags- residents and/or business owners are responsible for protecting their own property from floodwater.
Is this policy linked to any other Dorset Council policies?	It is linked to the Council's emergency planning capabilities.
Equality Impact Assessment (EqIA)	<p>The Dorset Council Emergency Planning team has an existing service level EqIA.</p> <p>A new Sandbag specific EqIA will be completed when the policy is harmonised for Dorset Council.</p>
Other Impact Assessments	None

You can view the Sandbags Policies and Guidance on our website:

<https://www.dorsetcouncil.gov.uk/emergencies-severe-weather/flooding/sandbags-and-local-flooding-advice/disposal-of-sandbags.aspx>

## Status and Approvals

Status	Live	Version	
Last review date	Purbeck District Council - February 2017  West Dorset District Council – 2014  Weymouth and Portland Borough Council - 2014	Next review date	October 2019
Approved by (Director)	Purbeck District Council (Chief Executive)	Date approved	Purbeck District Council – February 2017
Member/ Partnership Board Approval	West Dorset District Council - Executive Committee  Weymouth & Portland Borough Council - Executive Committee	Date approved	West Dorset District Council - 2014  Weymouth & Portland Borough Council - 2014

# Shaping Dorset Council

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

Equality Impact Assessment (EqIA)			
<b>Title</b>	Emergency Planning, Service Level Equality Impact Assessment		
<b>Date assessment started:</b>	08 January 2019	<b>Version No:</b>	03
		<b>Date of completion:</b>	20 March 2019
Type of strategy, policy, project or service			
<b>Is this Equality Impact Assessment (please tick)</b>			
<b>Existing</b>	<input type="checkbox"/>	<b>Changing, update or revision</b>	<input type="checkbox"/>
<b>New or proposed</b>	<input checked="" type="checkbox"/>	<b>Other (please explain)</b>	<input type="checkbox"/>
<b>Is this Equality Impact Assessment (please tick)</b>			
<b>Internal</b>	<input type="checkbox"/>	<b>External</b>	<input type="checkbox"/>
		<b>Both</b>	<input checked="" type="checkbox"/>

This report was created by	
<b>Name</b>	Liz Crocker
<b>Job Title</b>	Emergency Planning Officer
<b>Email address</b>	Elizabeth.crocker1@dorsetcc.gov.uk
<b>Members of the assessment team</b>	DCC Diversity Action Group & Shaping Dorset Council Corporate Board.

Step 1: Aims
<b>What are the aims of your strategy, policy, project or service?</b>
Dorset Council's Emergency Planning team aims to protect the communities of Dorset Council from harm. Dorset Council's Emergency Planning team plan, prepare and exercise for, a range of emergencies to ensure the authority is able to effectively respond in an incident.
During an incident or emergency the Emergency Planning team support the delivery of Dorset Council's emergency response and ensure the response and recovery is tailored with consideration towards the protected characteristics. How we may tailor our response is set out below.
<b>What is the background or context to the proposal?</b>
The Emergency Planning team works to ensure Dorset Council meets its statutory responsibilities and duties as a (Category 1) emergency responder as set out by the Civil

Contingencies Act (CCA), 2004. A Category 1 emergency responder must take action to: prevent, reduce, control or mitigate the emergency's effect on the population.

The main civil protection duties which fall on Category 1 responders are as follows:

- Risk Assessment
- Business Continuity Management
- Emergency Planning and
- Maintaining public awareness and arrangements to warn, inform and advise the public: "warning and informing". This is delivered by DC's communications team.

Dorset Council also has emergency response statutory duties under the following legislation:

- Radiation (Emergency Preparedness and Public Information) Regulations (REPPIR) 2001
- Major Accident Hazard Pipelines (MAHP) 1996
- Control of Major Accident Hazards (COMAH) 2015

***This EQIA will cover emergency planning response and recovery. Dorset Council's communications team will have an EQIA which considers their communications strategy.***

## Step 2: Intelligence and Communications

**What data, information, evidence and research was used in this EqIA and how has it been used to inform the decision-making process?**

Incidents and events which Emergency Planning may respond to, includes: rock falls, wild fires, community evacuation, coastal pollution incidents, flooding and severe weather<sup>1</sup>.

Publicly available Dorset Statistics Data, specifically Diversity Data for the Dorset Council area. Additionally, evidence has been drawn from existing emergency response plans (not publicly available due to sensitivities) including: Dorset Council's Rest Centre Plan.

The EqIA impact assessment was based on the over-arching principle that if an emergency was to occur, the overall impact upon Dorset Council residents would be negative. Any mitigating measures within Dorset Council's emergency response which took into consideration the protected characteristic, would therefore deliver a positive impact.

The Emergency Planning Service endeavours to deliver an emergency response which results in a positive or neutral impact to all protected characteristics.

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

An emergency planning response may be required for any location within the Dorset Council area. Our service users could be any of Dorset's residents or transient tourist population.

The data used is based on Dorset Council's population statistics (ONS & Census data). We do not have data on Dorset's visiting tourist population and given their transient nature we are unable to gather accurate statistics. We rely instead on working with tourism

<sup>1</sup> **N.B.** Emergency Planning does not become involved in utility outages. Utility companies deliver the response and recovery from utility outages as part of their business as usual (BAU). Utility companies will request the assistance of Local Authority emergency planning service only if they are unable to deliver their response and recovery within their BAU.

providers (hotels, camp sites etc.) to understand the risks and the needs of the tourist population when required. It is often the case that, in the event of an emergency, tourists will leave the county and return home via the means they arrived (car etc.).

Due to the fast pace of emergency response a lot of the time responding agencies will take decisions based on the best available data at the time.

This EqIA and the associated population data serves as a helpful reminder when delivering Dorset Council's emergency response.

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

We have engaged and consulted:

- Emergency Planning Officers from across Dorset Council's sovereign councils.
- Emergency Planning Officers from neighbouring authorities.
- Members of the Dorset Local Resilience Forum, the forum is made up of multi-agency emergency responders including voluntary organisations.
- Dorset County Council's Equality and Inclusion Officer
- Dorset County Council Diversity Action Group

**Is further information needed to help inform this proposal?**

Data on gender identity, military veterans.

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

The final version of the EQIA will be shared with those partners involved in its development; it will also be published on Dorset Council's website:

[www.dorsetcouncil.gov.uk](http://www.dorsetcouncil.gov.uk)

**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:**

<b>Positive Impact</b>	<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 protect characteristics group</li> </ul>
<b>Negative Impact</b>	<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>
<b>Neutral Impact</b>	<ul style="list-style-type: none"> <li>• No change/ no assessed significant impact of protected characteristic groups</li> </ul>
<b>Unclear</b>	<ul style="list-style-type: none"> <li>• Not enough data/evidence has been collected to make an informed decision.</li> </ul>

*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.*

<b>Age</b>	<i>Positive Impact</i>
<b>What age bracket does this affect?</b>	<p>All Dorset Residents (375,051):</p> <ul style="list-style-type: none"> <li>• Persons Aged 0-15: 59,847 (16%)</li> <li>• Persons Aged 16-64: 209,151 (56%)</li> <li>• Persons Aged 65+: 106,053 (28%)</li> </ul> <p><i>Source: 2017 Mid-year estimates, ONS</i></p>
<b>Please provide details</b>	<p>The age breakdown of a community impacted by an emergency or disruptive incident will not be known. However, the Emergency Planning Service hold a list of pre-identified sensitive sites, such as: schools, colleges and residential care homes (both Children's and Adults). The identification of these sensitive sites provides a helpful partial indicator for the age demographic impacted.</p> <p>The sensitive sites information can be considered in conjunction with Dorset Council's Vulnerable People report, which geographically identifies service users of adult social care. This search for vulnerable adults can serve as a proxy for age (i.e. they are not children) and gives a good indication of the vulnerabilities of the impacted population. <b>N.B.</b> The vulnerable people report data will not include Dorset residents who self-fund their social care.</p> <p>Primary data regarding age will also be fed to Dorset Council's emergency planning service by other on scene emergency responders (e.g. Fire Service, Police). The Local Authority Liaison Officer (LALO) will also be attending the scene of the incident and can report back to the emergency planning service on the demographic of impacted public.</p> <p>If a rest centre is opened to provide a temporary place of safety for displaced Dorset Council public, the Rest Centre Welfare Manager will assess the welfare needs of the displaced residents and ensure these are met. For example, children's games can be provided at rest centres to entertain young evacuees. From a safeguarding perspective there is a lone child working policy which includes the identification of DBS checked staff and lone child standard operating procedures.</p> <p>Additionally, if an elderly evacuee's needs are not being met by the rest centre a more suitable care setting will be sourced via the adult social care team.</p>
<b>Disability</b>	<i>Positive Impact</i>
<b>Does this affect a specific disability group?</b>	<p>All Dorset Council Residents (365,153)</p> <ul style="list-style-type: none"> <li>• Day to day activities limited a lot: 30,710 (8%)</li> <li>• Day to day activities limited a little: 41,457 (11%)</li> </ul> <p><i>Source: Census 2011 table KS301EW</i></p>
<b>Please provide details</b>	<p>Dorset Council's Vulnerable People report, searches for adult social care service users with mobility issues, hearing or sight issues and those with learning disabilities. This provides a helpful partial indicator of public with disabilities impacted by the incident. <b>N.B.</b> The vulnerable people report data will not include Dorset residents who self-fund their care.</p>

	<p>Dorset Waste service holds a record of those service users who request the assisted bin collection. This provides a helpful partial proxy indicator of the public with disabilities impacted by the incident.</p> <p>During an emergency incident the organisations which make up Dorset's Local Resilience Forum (LRF) may be asked to share vulnerable people data in accordance with the Dorset Information Sharing Charter and Dorset LRF's Information Sharing Protocol. Utility companies are members of Dorset LRF and can share data relating to their registered priority (vulnerable) users, which can serve as a proxy for disability.</p> <p>Primary data regarding disability will also be fed to Dorset Council's emergency planning service by other on scene emergency responders (e.g. Fire Service, Police). The Local Authority Liaison Officer (LALO) will also be attending the scene of the incident and can report back to the emergency planning team on the disability of impacted public. If a member of the public required assistance in evacuation, emergency services will assist as required.</p> <p>If a rest centre is opened to provide a temporary place of safety for displaced Dorset Council residents, the Rest Centre Welfare Manager and team will assess the welfare needs of the displaced residents including any disability requirements and ensure these are met (e.g. delivering incident updates in sign language, or providing a quiet room for audio sensitive public or people with mental health issues). Dorset Council Emergency Planning have contacts with adult social care colleagues and voluntary organisations who should be able to assist in the provision of living aids, this includes mobility aids.</p> <p>Dorset Council Emergency Planning in conjunction with the Clinical Commissioning Group (CCG) should be able to provide emergency prescriptions for members of the public who have been evacuated without their medicine or forgot their medicine.</p>
<b>Gender Identity</b>	<p>Positive Impact</p> <p><b>No gender identity based population data available for Dorset.</b></p>
<b>Please provide details</b>	<p>The Emergency Planning team will deliver the same response to all of Dorset Council's public and would not discriminate with regards to gender identify.</p> <p>If the emergency response involved providing a temporary place of safety or temporary overnight accommodation, gender identity would be considered especially with regards to the accessibility of shared facilities (toilets etc.). All impacted public should use the facilities that match who they are and identify as.</p>

	Within a rest centre the rest centre response team may wish to designate a gender-neutral facility (related action identified within the action plan).																																				
<b>Pregnancy and maternity</b>	<i>Positive</i>																																				
<b>Please provide details</b>	<p>If a rest centre is opened to provide a temporary place of safety for displaced Dorset Council public, the Rest Centre Welfare Manager will assess the welfare needs of the displaced residents and ensure these are met.</p> <p>With regard pregnant women or parents/guardians with young babies this may include the provision of baby food, milk, nappies, quiet area, breast feeding room etc.</p>																																				
<b>Race and Ethnicity</b>	Neutral/ positive																																				
<b>Please provide details</b>	<p>Race and Ethnicity as a % of Dorset Council total population:</p> <table> <tr> <td>White: English/Welsh/Scottish/Northern Irish/British</td> <td>95.6</td> </tr> <tr> <td>White: Other White</td> <td>1.8</td> </tr> <tr> <td>White: Irish</td> <td>0.5</td> </tr> <tr> <td>Asian/Asian British: Other Asian</td> <td>0.4</td> </tr> <tr> <td>Mixed/multiple ethnic group: White and Asian</td> <td>0.3</td> </tr> <tr> <td>Mixed/multiple ethnic group: White and Black Caribbean</td> <td>0.2</td> </tr> <tr> <td>Mixed/multiple ethnic group: Other Mixed</td> <td>0.2</td> </tr> <tr> <td>Asian/Asian British: Indian</td> <td>0.2</td> </tr> <tr> <td>Asian/Asian British: Chinese</td> <td>0.2</td> </tr> <tr> <td>White: Gypsy or Irish Traveller</td> <td>0.1</td> </tr> <tr> <td>Mixed/multiple ethnic group: White and Black African</td> <td>0.1</td> </tr> <tr> <td>Asian/Asian British: Bangladeshi</td> <td>0.1</td> </tr> <tr> <td>Black/African/Caribbean/Black British: African</td> <td>0.1</td> </tr> <tr> <td>Black/African/Caribbean/Black British: Caribbean</td> <td>0.1</td> </tr> <tr> <td>Other ethnic group: Any other ethnic group</td> <td>0.1</td> </tr> <tr> <td>Asian/Asian British: Pakistani</td> <td>0</td> </tr> <tr> <td>Black/African/Caribbean/Black British: Other Black</td> <td>0</td> </tr> <tr> <td>Other ethnic group: Arab</td> <td>0</td> </tr> </table> <p><i>Source: Census 2011 table KS301EW</i></p> <p>The emergency planning team will deliver the same response to all of Dorset Council's public and would not discriminate with regards to ethnicity.</p> <p>However, special consideration would be given when effective communication would be required with the Gypsy or Irish traveller community. In slow onset events, where we have the ability to warn the public ahead of time. We will consider the impact area and work to ascertain whether any traveller communities would be impacted, if they are, we will engage the local authority gypsy liaison officer to disseminate the</p>	White: English/Welsh/Scottish/Northern Irish/British	95.6	White: Other White	1.8	White: Irish	0.5	Asian/Asian British: Other Asian	0.4	Mixed/multiple ethnic group: White and Asian	0.3	Mixed/multiple ethnic group: White and Black Caribbean	0.2	Mixed/multiple ethnic group: Other Mixed	0.2	Asian/Asian British: Indian	0.2	Asian/Asian British: Chinese	0.2	White: Gypsy or Irish Traveller	0.1	Mixed/multiple ethnic group: White and Black African	0.1	Asian/Asian British: Bangladeshi	0.1	Black/African/Caribbean/Black British: African	0.1	Black/African/Caribbean/Black British: Caribbean	0.1	Other ethnic group: Any other ethnic group	0.1	Asian/Asian British: Pakistani	0	Black/African/Caribbean/Black British: Other Black	0	Other ethnic group: Arab	0
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	<p>emergency planning advice, as we recognise the community may not be recipients of the authority's traditional communication channels (e.g. twitter, Dorset Council website etc.). The authority's gypsy liaison officer would also be engaged for any recovery work following an incident. They would share recovery advice and make them aware of any recovery support available (e.g. recovery grants etc.).</p> <p>The emergency planning team issue communications in English as standard, however in emergency situations when foreign nationals may be involved the team have access to the language line service which provides a translation service in over 120 languages who can translate messages as required.</p>
<b>Religion or belief</b>	<i>Positive</i>
<b>Please provide details</b>	<p>Religion/belief as a % of total Dorset Council Population:</p> <ul style="list-style-type: none"> <li>• Christian: 65.1%</li> <li>• Buddhist: 0.3%</li> <li>• Hindu: 0.1%</li> <li>• Jewish: 0.1%</li> <li>• Muslim: 0.3%</li> <li>• Sikh: 0.0 %</li> <li>• Other religion: 0.5%</li> <li>• No religion: 25.4%</li> <li>• Religion not stated: 8.0%</li> </ul> <p><i>Source: Census 2011 table KS209EW</i></p> <p>The emergency planning team will deliver the same response to all of Dorset Council's public and would not discriminate with regards to religion or belief.</p> <p>If a rest centre is opened to provide a temporary place of safety for displaced Dorset Council public, the Rest Centre Welfare Manager will assess the welfare needs of the displaced residents and ensure these are met. This includes the provision of the religious leaders or faith leaders to be available to support people in their time of need. It is likely a reactive approach would be adopted, i.e. the Welfare Manager would respond to a request and would not request a religious leader as a matter of course.</p> <p>To ensure any religious dietary requirements are met the food ordered in any emergency response scenario would include a vegetarian option.</p>
<b>Sexual orientation</b>	<i>Neutral</i>
<b>Please provide details</b>	<p>The emergency planning team will deliver the same response to all of Dorset Council's public and would not discriminate with regards to sexual orientation.</p>

<b>Sex</b>	<i>Neutral</i>		
<b>Please provide details</b>	<p>All Dorset Residents (375,051):</p> <ul style="list-style-type: none"> <li>• Total Males (49%)</li> <li>• Total Females (51%)</li> </ul> <p>Source: 2017 Mid-year estimates, ONS</p> <p>The emergency planning team will deliver the same response to all of Dorset Council's public and would not discriminate with regards to sex. Gender is considered above.</p>		
<b>Marriage or civil partnership</b>	<i>Neutral</i>		
<b>Please provide details</b>	<p>The emergency planning team will deliver the same response to all of Dorset Council's public and would not discriminate with regards to marriage or civil partnership status.</p>		
<b>Carers</b>	<i>Positive</i>		
	Area Name	Individuals who provide unpaid care (2011)	Individuals who receive carers allowance benefit payment (2018)
	Dorset Council	43,334	3,840
	<b>Source:</b> Department of Work & Pensions, 2018 & Census data, 2011		
<b>Please provide details</b>	<p>If a carer was impacted by an emergency, the emergency planning team would rely on the carer or their dependent identifying themselves to the emergency responders.</p> <p>The emergency planning service recognise there are a minimum of two people involved within a carer relationship. The emergency planning team would treat each carer relationship as unique and would work in collaboration with adults and children's social services, as applicable, to ensure all parties receive the care they need. For example, if a carer was incapacitated as a result of an emergency, emergency planning would work with social services to secure an emergency social care package for the dependent.</p>		
<b>Rural isolation</b>	<i>Positive</i>		
	Area Name	Total Number of households,	Sum of households that fall within the top 20% of areas most deprived nationally for access to services that have no car or van
	Dorset Council	158,738	7,243
	<i>Source: 2015 Indices of Deprivation (MHCLG) &amp; 2011 Census Data.</i>		

<b>Please provide details</b>	<p>Dorset Council's Vulnerable People report, geographically identifies service users of adult social care. This search for vulnerable adults can be considered in conjunction with our most geographically isolated communities. For example, rural isolation may be exacerbated by severe weather such as snow, which is likely to fall at the highest parts of Dorset. <b>N.B.</b> The vulnerable people report data will not include Dorset residents who self-fund their social care.</p> <p>Dorset Council's 4x4 vehicles may be used to access rurally isolated communities.</p>						
<b>Single parent families</b>	<p><i>Neutral</i></p> <table border="1" data-bbox="528 640 1385 813"> <thead> <tr> <th data-bbox="528 640 735 741">Area Name</th> <th data-bbox="735 640 1203 741">Lone parent household: Total</th> <th data-bbox="1203 640 1385 741">% of Lone Parent households</th> </tr> </thead> <tbody> <tr> <td data-bbox="528 741 735 813">Dorset Council</td> <td data-bbox="735 741 1203 813">12110</td> <td data-bbox="1203 741 1385 813">7.6</td> </tr> </tbody> </table> <p><i>Source: Census 2011 table QS113EW</i></p>	Area Name	Lone parent household: Total	% of Lone Parent households	Dorset Council	12110	7.6
Area Name	Lone parent household: Total	% of Lone Parent households					
Dorset Council	12110	7.6					
<b>Please provide details</b>	<p>The emergency planning team will deliver the same response to all of Dorset Council's public and would not discriminate against single parent families.</p>						
<b>Poverty (social &amp; economic deprivation)</b>	<p><i>Neutral</i></p>						
<b>Please provide details</b>	<p>The emergency planning team will deliver the same response to all of Dorset Council's public and would not discriminate with regards to social &amp; economic deprivation.</p> <p>In the event that financial recovery grants are made available to support the impacted public following an incident. The emergency planning service will work to ensure the fund is easily accessible to all of Dorset's public, regardless of social and economic status.</p>						
<b>Military families/veterans</b>	<p><i>Neutral</i></p> <table border="1" data-bbox="528 1514 1385 1686"> <thead> <tr> <th data-bbox="528 1514 911 1648">Area Name</th> <th data-bbox="911 1514 1385 1648">All usual residents living in a household where the Household Representative Person (HRP) is a member of the armed forces</th> </tr> </thead> <tbody> <tr> <td data-bbox="528 1648 911 1686">Dorset Council</td> <td data-bbox="911 1648 1385 1686">4,491</td> </tr> </tbody> </table> <p><i>Source: 2011 Census Table AF002</i></p>	Area Name	All usual residents living in a household where the Household Representative Person (HRP) is a member of the armed forces	Dorset Council	4,491		
Area Name	All usual residents living in a household where the Household Representative Person (HRP) is a member of the armed forces						
Dorset Council	4,491						
<b>Please provide details</b>	<p>If a traumatic event/emergency occurred in Dorset, part of the local authority's response and recovery would be to support Dorset's public to recover both emotionally/mentally and physically. Special consideration would be given to the emotional recovery of retired servicemen and women, in case the incident served as a trigger for any service related mental health issues (e.g. PTSD).</p>						

	During the incident if a rest centre was opened the designation of a quiet room would serve as a helpful environment for those military families/veterans coping with mental health issues.
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### Step 4: Action 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?
	Audit of rest centres facilities including accessibility for disabled users.	Liz Crocker	31 May 2019	Production of rest centre facilities audit.
	Additional items for inclusion within Rest Centre Box Kits: <ul style="list-style-type: none"> <li>- Gender Neutral toilet sign.</li> <li>- The Needs of Faith Communities in Major Emergencies</li> <li>- Basic reading glasses.</li> </ul>	Liz Crocker	31 August 2019	Tracking of box kit updates.
	Rest centre staff training to include equalities issues and considerations.	Marc Eyre	01 October 2019	Creation and delivery of rest centre training programme to rest centre responding staff
	Equality and Diversity included within internal training materials for all Emergency Planning duty officers (Duty Gold, Silver officers and Local Authority Liason Officers)	Liz Crocker	01 October 2019	Inclusion within duty officer internal emergency planning training materials. Explicit mention of EqIA findings within Dorset Council's Emergency Response Plan

## Step 5: EqIA Sign off

<b>Officer completing this EqIA</b>	<b>Liz Crocker</b>	<b>Date</b>	<b>25 February 2019</b>
<b>Diversity Action Group Chair</b>	<b>Karen Andrews</b>	<b>Date</b>	<b>20 March 2019</b>
<b>Service Lead</b>	<b>Marc Eyre</b>	<b>Date</b>	<b>25 February 2019</b>