



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:

Future Coast Charmouth (funded by the Coastal Transition Accelerator Programme)

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

Project

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

Both internal and external

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

The Dorset Coastal Transition Accelerator Programme (CTAP) will focus upon the areas of Swanage North and Charmouth – they are areas where proposed shoreline management plan policy will challenge each community to adapt to an eroding coastline.

The Dorset CTAP will undertake actions that support the communities in adapting to their changing coastlines and raise further awareness of the risk and need for community adaptation.

Objectives include such measures as improved coastal access, increased resilience of existing infrastructure, extensive community engagement plans, potential land purchase, ground & modelling investigations and adaptation planning

5. Please provide the background to this proposal?

The coastal communities of Swanage North and Charmouth are being challenged to adapt to a changing landscape due to sea level rise and weather pattern changes accelerating the risk of coastal erosion and cliff destabilisation.

The Shoreline Management Plan preferred policy options for both frontages is No Active Intervention / Managed Realignment from 2025 and beyond.

The Swanage and Charmouth CTAP programme will support the Government's stated aim to manage down the risk to such coastal communities, and where they cannot be, support those communities to respond and adapt accordingly. The CTAP programme project will deliver a range of options at both Swanage and Charmouth to enable communities to adapt and thrive in the light of ongoing coastal change.

Dorset Council is the Coastal Protection Authority and manages the coastal path & rights of way that traverse each location.

The CTAP project provides an opportunity to develop, test and implement innovative coastal transition actions that are outside the scope of what central government usually funds and what local authorities are required to do.

The project has already engaged with the community, prior to the development of the Outline Business Case which has been approved. We worked with partners from Jacobs (specialist engineering consultant) and Dorset Coast Forum (specialist engagement team) to engage with the community, incorporate their views where possible, and develop the business case. The project is now at delivery stage, with Phase 1 beginning in April.

Evidence gathering and engagement

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

The outline business case (OBC) and its inherent objectives have been informed by many studies, plans and investigations that have been undertaken within the coastal environment at both locations, including the Coastal Pathfinder project from the 2010s.

To ensure the smooth delivery of this project, consultation with key parties and engagement has been undertaken and will continue to be as the project progresses. A minimum of 2 engagement rounds have been undertaken at both locations thus far.

Dorset Coast Forum (DCF) have been the project's engagement lead and delivery partner organisation throughout the OBC process and will continue to lead engagement through future stages. DCF have extensive experience of engagement with both Swanage North and Charmouth communities and have already established a rigorous engagement programme throughout the OBC and they will continue to help facilitate all the engagement requirements of the project.

A record of the community events and online engagement activities is summarised in Appendix G – Engagement Log. Also included is Appendix F – Dorset Coastal Forum Stakeholder Engagement and Communications Plan developed to inform the OBC engagement activities. This identifies relevant stakeholders, and an outline of the frequency and form of communications.

An Equality Impact Assessment to consider protected characteristics under the Equality Act 2010 will be completed for the delivery stage. It is considered different assessments may be required for different options.

7. What did this tell you?

- Beach access is very important to both communities.

- The funding needs to be used for practical applications as well as investigations and plans.
- Protection and increased resilience of existing infrastructure is important.
- Both communities are well engaged with the project subject matter.
- Community protection is preferred to adaptation (but that is largely out of scope of this project & funding).

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

The communities of Swanage and Charmouth including, the general public, parish and town councils, business owners, charity groups, residents, statutory stakeholders, ward members, beach hut owners and beach users.

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

No.

Is an EQIA required?

Yes, for some options (i.e, for replacing steps/beach access).

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?	Choose impact	How
Age	Positive	With 45% of residents aged 65 and over, improved beach access (e.g.,

Impacts on who or what?	Choose impact	How
		new steps) will benefit older adults by providing safer and more accessible routes. Engagement has already been successful in targeting this demographic. Adaptation planning will help future generations by making the community more resilient to coastal change – younger age groups will be engaged through schools and youth forums.
Disability	Unclear	Consideration of accessible routes will foster inclusivity and enhanced access features will improve usability; however, it is unclear whether provision for mobility impairments is affordable and therefore it is unclear if this is within scope of the beach access replacement option. 24% of residents in Charmouth identify as having a disability, which is significant, compared to the national average of 17%. Engaging with disability advocacy groups will ensure access needs are met where feasible. Clear communication about safe access routes will be provided in accessible formats.
Gender reassignment and Gender Identity	Neutral	The project does not directly affect gender identity or reassignment. Outreach efforts will ensure that all consultation spaces are inclusive and welcoming, ensuring engagement materials use diverse representation.
Marriage or civil partnership	Neutral	The project does not directly affect marriage or civil partnership. Outreach efforts will ensure that all consultation spaces are inclusive and welcoming, ensuring engagement materials use diverse representation.
Pregnancy and maternity	Neutral	The project does not directly affect pregnancy or maternity. Outreach efforts will ensure that all consultation spaces are inclusive and welcoming, ensuring

Impacts on who or what?	Choose impact	How
		engagement materials use diverse representation.
Race and Ethnicity	Neutral	With 95.4% of residents identifying as White British, no significant impact on racial or ethnic groups is anticipated. The project is open to all and does not disproportionately affect any ethnic groups. Outreach will include working with community leaders and representatives to identify hard-to-reach groups, ensuring broad community participation and representation.
Religion and belief	Neutral	While 52% of the community identify as Christian, the project does not directly affect religion or belief. Outreach efforts will ensure that all consultation spaces are inclusive and welcoming, ensuring engagement materials use diverse representation.
Sex (consider men and women)	Neutral	The population is approximately 45% male and 55% female. Engagement efforts will ensure gender representation in community consultations. The project will benefit all.
Sexual orientation	Neutral	The project does not impact individuals based on sexual orientation. However, our engagement lead will ensure that the consultation materials used, use inclusive language and diverse imagery.
People with caring responsibilities	Neutral	10% of residents provide unpaid care, improved access may support caregivers by making access to the beach more practical.
Rural isolation	Positive	Charmouth is a rural coastal village, and adaptation planning will help preserve access to key areas. Engagement will include reaching out to residents through a range of accessible forums, ensuring isolated residents are engaged and their concerns are heard.

Impacts on who or what?	Choose impact	How
Socio-economic deprivation	Positive	Coastal adaptation planning will help protect homes and businesses. Engagement will include targeting a range of demographics through a variety of forums.
Single parents	Neutral	Not directly affected but improved access could benefit those with young children.
Armed forces communities	Neutral	No direct impacts identified. Engagement will include targeting a range of demographics through a variety of forums.

Please provide a summary of the impacts:

Future Coast Charmouth has a predominantly positive impact, especially for older adults, who make up a large portion of the population. There is also an indirect positive impact on socio-economic deprivation, through adaptation planning.

Improved access may benefit those with mobility issues but at this stage it is unclear. The project is neutral in its impact on gender identity, ethnicity, marital status, religion and sex.

Engagement strategies will focus on targeting a broad range of participants, including under presented groups – in Charmouth this includes Minority Backgrounds (based on Public Health census data definition) and young adults. It is worth noting that although underrepresented groups in this area have been identified, and inclusivity efforts should be proactive, they should also be realistic given the fact that Charmouth is a rural coastal community. Older residents will naturally be the dominant group; however, we should still ensure others are heard and use appropriate outreach methods to encourage broader participation and outreach, not assuming a one-size-fits all approach.

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
Identify how to encourage participation from hard-to-reach groups.	Speak with Charmouth parish council for advice.	ES-C	1 st June 2025
Young People & Young Adults (16-34) may be underrepresented in Charmouth engagement sessions	Email Woodruff School Geography A Level Tutors to see if there is a potential to engage with students. Engage with Charmouth Youth Club. Mentimeter survey shared with schools to be promoted in tutor time.	Matthew Smith	1 st June 2025
Disability inclusion	Disability advocacy groups to be identified at early stages of project.	Elliott Saloman-Carter	1 st June 2025
Unequal civic voice due to time availability and life stage.	Diversify engagement channels – specifically use of online polls and offer of weekend and evening sessions.	Matthew Smith	1 st July 2025
Stronger project opposition from residents aged 60+, particularly 70+	Further engagement required in autumn. To consider intergenerational engagement event. ES-C to discuss with Matthew Smith.	Elliott Saloman-Carter	8 th September 2025

Sign Off

Officer completing this EqlA: Elliott Saloman-Carter

Officers involved in completing the EqlA: Elliott Saloman-Carter & Matthew Penny

Date of completion: 11th April 2025

Version Number: 1

EqlA review date: 01/09/2025

Equality Lead Sign Off:

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](#)