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:

Expansion of Crookhill Depot, Weymouth

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

New 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 proposal seeks approval for Dorset Council to acquire, through a lease arrangement, approximately 3,500m² of additional land adjacent to Crookhill Depot, Weymouth. The additional land will support the expansion and reconfiguration of the existing depot to improve operational efficiency, health and safety, workforce welfare, site accessibility, storage arrangements and future service resilience. The site will support waste and recycling operations, including centralised bin storage and distribution facilities.

5. Please provide the background to this proposal?

Crookhill Depot is a key operational facility supporting waste, recycling and environmental services across Dorset. Increased service demands, larger vehicle fleets, additional recycling streams and operational growth have resulted in capacity constraints within the existing depot footprint. The proposed acquisition presents a rare opportunity to secure adjoining land that would enable depot expansion and support improvements to pedestrian and vehicle segregation, traffic management, staff welfare facilities and operational safety.

Evidence gathering and engagement

6. What sources of data, evidence or research has been used for this assessment? (e.g national statistics, employee data):
   - Cabinet Report: Expansion of Waste Depot.
   - Exempt Business Case and Financial Appraisal Summary.
   - Operational requirements identified by Waste Services.
   - Health and safety considerations relating to depot operations, vehicle movements and site congestion.

- Dorset Council EqIA guidance and Public Sector Equality Duty requirements.

7. What did this tell you?
   Evidence demonstrates that the existing depot is constrained and that additional space would facilitate safer and more accessible movement around the site, improve staff welfare, reduce operational conflicts and support efficient delivery of waste services. The proposal is expected to deliver positive equality outcomes through improved accessibility and safer working conditions for staff, contractors and visitors. The business case also highlights opportunities to improve facilities for female employees and visiting staff

8. Who have you engaged and consulted with as part of this assessment?
   - Waste Services management.
   - Assets and Property.
   - Health and Safety colleagues.
   - Legal Services.

9. Is further information needed to help inform decision making?
   No significant equality information gaps have been identified at this stage. Equality considerations should continue to be reviewed as detailed site layouts and any future improvement works are developed.

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:

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

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	Improved site layout, traffic management and safer vehicle movements will benefit employees, contractors and visitors of all ages. Reduced congestion and improved wayfinding will particularly assist older site users.
Disability	Positive	Expansion of the site provides opportunities to improve accessibility, circulation routes, pedestrian segregation and overall site safety. These changes will particularly benefit people with mobility impairments and other disabilities.
Care Experience	Neutral	No specific impacts identified. The proposal affects depot infrastructure and operational arrangements rather than access to services based on care experience.
Gender reassignment and Gender Identity	Neutral	No specific adverse impacts identified. Improved staff facilities and welfare accommodation will be available to all employees and visitors equally.

Impacts on who or what?	Choose impact	How
Marriage or civil partnership	Neutral	No differential impact identified.
Pregnancy and maternity	Positive	Improved welfare facilities, safer pedestrian routes and reduced operational risks will support employees and visitors who are pregnant or have maternity-related needs.
Race and Ethnicity	Neutral	No differential impact identified. Benefits arising from a safer and more accessible workplace will apply equally to all users.
Religion and belief	Neutral	No differential impact identified.
Sex (consider men and women)	Neutral	No differential impact identified.
Sexual orientation	Neutral	No differential impact identified.
People with caring responsibilities	Neutral	No differential impact identified.
Rural isolation	Positive	The proposal supports resilience and continuity of waste and recycling services across Dorset, including rural communities that depend on reliable frontline services.
Socio-economic deprivation	Positive	Maintaining efficient and resilient waste collection services benefits all communities. Reliable environmental services are particularly important within areas experiencing socio-economic challenges.
Single parents	Neutral	No differential impact identified.
Armed forces communities	Neutral	No specific impacts identified.

Please provide a summary of the impacts:

The assessment identifies predominantly positive equality impacts arising from the proposed expansion of Crookhill Depot. The proposal will improve health and safety, accessibility, operational efficiency and staff welfare facilities. Particular positive impacts are anticipated for disabled people and older people through improved site design, safer circulation routes and enhanced welfare facilities.

No significant negative equality impacts have been identified. Continued consideration of accessibility and inclusive design principles during implementation will help maximise positive outcomes.

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
Health and safety benefits	Monitor achievement of improved pedestrian and vehicle segregation arrangements	Waste Services Manager / Health & Safety Team	Following implementation

Sign Off

Officer completing this EqIA:

Officers involved in completing the EqIA:

Date of completion:

Version Number:

EqIA review date:

Equality Lead Sign Off:

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 Officera