

Community Engagement and Consultation Strategy 2021-2024
Appendix D Equality Impact Assessment – Action/Delivery Plan

Issues Identified	Action required to reduce impact	Timescale	Overall Lead Responsible Officer(s)
AGE			
Limited/no opportunities for offline consultation with communities and between communities; especially those with protected characteristics	Explore and identify offline engagement tools to enable residents who would like to engage offline have a range of options to be connected/supported in a way/manner that suits them	2022	Community Engagement and Development Team along with Democratic Services
Young people (YP) voices, those with disabilities and carers not heard or acknowledged when decisions are made on new policies and/or changes to services directly affecting them.	Work with DREC, DOTS Disability, Up in BCP and similar partners to increase opportunities for YP, minority ethnics and people with a disability to inform council services and decisions through hosting regular consultation events involving those affected communities.	Year one	Consultation and Research Team
45% of people in the BCP council area would prefer to respond to consultations using a paper format and 33% would refuse to engage in formats they are uncomfortable using i.e., online, or other electronic means.	Establish consultation points in all libraries in the BCP area Offer all available formats when designing consultations and ensure consultation methods and messages are appropriate for the target audience	Year one As soon as possible	Library Service/ Consultation and Research Team/Community Engagement and development Team
ETHNICITY			
Limited trust in the voices aired within ethnically diverse communities.	Extend Community Equality Champions Network to engage staff, councillors, and community reps to support and engage our ethnically diverse communities	Ongoing	Community Engagement and Development team
Overall response rates to consultations are relatively low. 30 residents (less than 1%) completed the recent BCP Ideas Board survey/call on its 2021-26 local housing commitment.	Build trust through clear, appropriate and honest messaging for all communications, including community engagement as a component of the annual residents' survey	2022 onwards	Consultation and Research Team
Effective dialogue though evident in few neighbourhood areas, needs scaling up to bring about the step change required to enhance participation across all communities	Provide dedicated support/funding to neighbourhood development fora, especially/starting in most deprived areas. Actively engage children and young people, especially those ethnically under-represented to consider local government, police, and other public services as careers.	Ongoing Current programme	Community Development and Engagement, Communications, Consultation and Research Teams
Some communities do not recognise their own assets, feel not supported/empowered to deliver their own solutions	Work with Community Action Network, DREC, CAB and other partners to jointly identify the support sought by local communities and enable their access to and/or provide it.	2022 onwards	Community Development and Engagement, Communications, Consultation and Research Teams

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PEOPLE LIVING WITH DISABILITIES			
Current engagement process limited, people living with disabilities face many barriers to participate in community development and/or engagement activities.	Widen the range of engagement tools and processes to transform our approach and maximise our reach in the communities through annual reviews of the strategy and action plans to direct future updates of both strategy & plans	Ongoing	Communications, Consultation and Research and Community Engagement Teams
People with mental/learning disabilities often affected by changes to the support they require and ways in which their voices are heard	Track and identify social media platforms used within these communities to engage them in spaces that are familiar and none threatening	Year One	Communications, Consultation and Research and Community Engagement Teams
Response rates from communities with protected characteristics (PC) are low, e.g., people living with disabilities	Engage DREC, Faith & PC communities on response rates and actively pursue trustworthy relationships with PC communities to improve participation and representation in the consultation process.	Ongoing	BCP Council, Councillors, staff and other public, private and community sector partners
GENDER			
Covid-19 has highlighted social distancing and new home-life situations resulting in social isolation and domestic abuse of women	Identify and track socially isolated and domestically abused to develop/increase opportunity for participation in activities that redress social isolation and address domestic abuse	Year One	Community Engagement, Community Safety Partnership, Communications and Housing Teams
BELIEF, CULTURE & RELIGION			
Limited information that is clear/adequate (especially residents with another first language) on which to base their opinions when consulted	Trial new ways of gaining opinions and provide consultation literature in plain English and other languages based on need/demand	Ongoing Year one	Consultation and Research Team Communications and Community Engagement
Attempts at engaging people with different beliefs, religion, and culture without a genuine understanding of their belief, cultural systems and world views is limiting at best	Collaborate with community organisations supporting people of different ethnic groups and religions to improve service delivery and address underrepresentation in communities.	Ongoing Year one	Consultation and Research Team Communications and Community Engagement
SEXUAL ORIENTATION			
Homelessness and abuse of young LGBT people especially in insecure housing	Engage and increase support to CYP services and clubs to increase/improve understanding of sexual orientation and its impact on familial rejection and abuse Identify existing and develop new resources to address this issue.		Community Engagement, Community Safety Partnership, Communications and Housing Teams