

## Equality Impact Assessment: conversation screening tool

[Use this form to prompt an EIA conversation and capture the output between officers, stakeholders and interested groups. This completed form or a full EIA report will be published as part of the decision-making process]

<b>Policy/Service under development/review:</b>	Dorset Skills Commission
What changes are being made to the policy/service?	<p>BCP Council and Dorset Council, and its partners, are seeking approval from their respective Cabinets to create a time-limited Dorset Skills Commission. This Commission will oversee an ‘at pace’ response to critical skills issues that have been identified from recent economic research. These require an urgent response if the area is to achieve its economic ambitions.</p> <p>It will also provide an objective and independent review of the future Dorset Skills landscape, helping to shape a world-class skills and learning infrastructure for all communities.</p> <p>The Commission will be tasked with reporting back on its findings to a future Cabinet meeting in 2022/23.</p> <p>The Commission will bring together senior representatives from industry, education and public life. It will be led by research and an evidence base from industry and global academic research reports and local information.</p> <p>The Commission will ultimately report to the Cabinets of the Dorset Unitary Councils (Dorset and BCP) and the Dorset LEP Board.</p> <p>The aims of the Commission are:</p> <ul style="list-style-type: none"> <li>- To oversee an effective Dorset post-COVID skills and jobs ‘at pace’ response</li> <li>- To undertake a review into the Dorset skills landscape – with a particular consideration of the National Skills White Paper producing a report that lays out a potential skills journey and opportunities/needs based on 10-, 20- and 30-years trajectories.</li> <li>- To work closely with the Dorset Skills Board and Panel to support immediate implementation of the wider skills priorities within the Dorset Skills Plan and Dorset Investment Prospectus, and to ensure an effective handover at the end of the Commission’s lifetime</li> </ul>
<b>Service Unit:</b>	Development Services & Education to establish the Commission
Persons present in the conversation and their role/experience in the service:	<p>Chris Shephard – Director, Development Services  Adrian Trevett – Head of Economic Development  Sarah Rempel – Director, Education  Lesley Spain – Head of Adult Skills &amp; Learning</p> <p>Jon Bird – Dorset Council  John Sellgren – Dorset Council</p> <p>Emma Hunt – Deputy Vice Chancellor, Arts University Bournemouth</p>

<b>Conversation dates:</b>	June and August 2021
Do you know your current or potential client base? Who are the key stakeholders?	BCP Council and Dorset Council – specifically relevant teams involved with or who can provide data and insight on the subject. Dorset LEP’s Skills Board and Panel (education providers). Businesses and business groups based in BCP and Dorset. Local groups who will have an interest into the work of the Commission. In all cases this will be to secure involvement, consultation and engagement in the work of the Commission.
Do different groups have different needs or experiences in relation to the policy/service?	The Commission’s work will identify this. The commission is required to help shape a world-class skills and learning infrastructure for all communities. The Commission should use available data and insight to help identify any trends/predict outcomes for particular socio-economic groups. The recruitment of the members of the commission will follow all E&D protocols, to ensure a diverse range of backgrounds will be represented. The Public Sector Equality Duty will be embedded in the procurement/recruitment of the Commission members and the outputs required of them through any contracting documentation and performance framework that is committed to. The Principles of Public Life are embedded in the Terms of Reference and will be followed at all times by the Commission and those creating and monitoring it.
Will the policy or service change affect any of these service users?	This relates to the findings of the Commission. Further EIA’s will be necessary relating to the proposed next steps, which will be in the publication of its findings, presented at a future Cabinet meeting in 2022.
<b>[If the answer to any of the questions above is ‘don’t know’ then you need to gather more evidence and do a full EIA. The best way to do this is to use the Capturing Evidence form]</b>	
What are the benefits or positive impacts of the policy/service change on current or potential service users?	The creation of a Skills Commission to do this targeted piece of work is precisely to set out the steps required to create a world-class skills and learning infrastructure for all communities, now and into the near future.
What are the negative impacts of the policy/service change on current or potential service users?	None currently known. When developing its report, any potential negative impacts will be fully considered against every protected group.
Will the policy or service change affect employees?	There will be no effect on employees as a result of the Commission being created.
Will the policy or service change affect the wider community?	Yes, positively for the reasons outlined above.
What mitigating actions are planned or already in place for those negatively affected by the policy/service change?	If negative impacts are predicted, these will be picked up as part of the consideration of next steps of the Commission’s report
<b>Summary of Equality Implications:</b>	The creation of a Skills Commission as set out in this EIA and in this Cabinet report will help create a more inclusive and world class skills and learning infrastructure for all communities. Whilst this EIA is focused on the strategy to set up a Commission, such as the procurement or recruitment of its members, further EIAs will be required on the outcome/output and following actions,

which will be known once the Commission has published its findings in 2022. It will be important for the commission to work with different stakeholders and groups to gather local perspectives on the subject and to inform its research. [The Principles of Public Life](#) and [Public Sector Equality Duty](#) are embedded in the TOR for the Commission and in the process for establishing it, and will be followed at all times.

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For any questions on this, please contact the Policy and Performance Team by emailing [performance@bcpcouncil.gov.uk](mailto:performance@bcpcouncil.gov.uk)

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- Commission to speak to commissioning teams inside councils
  - Should the TOR feature equalities specifically in relation to their recommendations?
  - Equality data that predictions can be pulled from – Insights team e.g. census; ONS etc
  - Representation of Commission – diverse: how will they deliver the PS equality duty; and SLA/Performance framework to ensure that they are compliant/delivery
  - Add in hyperlinks – Bmth 2026
  - Links to existing contacts locally to ensure involvement, consultation and engagement with local