

Equality Impact Assessment: Report and EIA Action Plan

Purpose

What is being reviewed?	A shared vision for Bournemouth, Christchurch and Poole 2024-2028 - strategy and delivery plan
Service Lead and Service Unit:	Corporate Policy & Strategy
People involved in EIA process:	Sophie Bradfield – Principal Policy and Strategy Officer Vicky Edmonds – Policy and Strategy Officer
Date/s EIA started and reviewed:	May 2023, November 2023, May 2024

A shared vision for Bournemouth, Christchurch and Poole strategy is a vital strategic document that identifies the vision, priorities and ambitions for the Bournemouth, Christchurch and Poole area and demonstrates the commitments to sustainability, social mobility, equality of opportunity. As a result, equality and diversity is embedded throughout.

This strategy is supported by several other strategies, policies and action plans which are all subject to equality impact assessment and therefore have considered the impact on service users, the wider community and staff. This includes the People and Culture Strategy which will ensure equality of opportunity for all in the workforce.

The impact on those with protected characteristics is intended to be positive and the council's equality commitments are included within this strategy. These commitments seek to meet the requirements of our Public Sector Equality Duty and to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Background

The priorities in the 'A shared vision for Bournemouth, Christchurch and Poole' strategy are the beginning of a golden thread that links personal, team and service performance to the things that matter most to the organisation and those it serves.

The strategy will also influence the allocation and distribution of resources, ensuring that the organisation commits its limited resources in accordance with its stated priorities.

This strategy presents a single set of key priorities for the Bournemouth, Christchurch and Poole area, balancing both the people and place agendas and demonstrating the council's commitments to sustainability, inclusion and equality & diversity.

It puts people at the centre, while recognising that the area's unique geography, natural environment, diverse communities and regeneration aspirations are important parts of creating a thriving place where everyone can reach their potential.

It is underpinned by a delivery plan with key areas of focus for delivery and measures of progress to monitor performance. Activities as part of this, where applicable, will be subject to their own individual equality impact assessment.

The ambitions, focus areas and measures within the strategy align to each of the Equality and Human Rights Commission (EHRC) domains: Education, Work, Living Standards, Health, Justice and Personal Security and Participation. This will be reflected in performance monitoring by having a dedicated equality-focused aspect of the new performance dashboard to monitor performance with the strategy.

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The PSED requires the council to publish equality objectives, which are incorporated alongside all priorities within the 'A shared vision for Bournemouth, Christchurch and Poole' strategy.

Consultation and engagement

The development of this strategy has considered the needs and voices of a diverse range of people, communities, businesses and partners in an interactive and iterative process.

The development of the new council vision, priorities and set of ambitions included multiple platforms for stakeholder engagement, starting with a week of dedicated workshops with Cabinet Members and senior leaders, informed by data and insights including the [State of BCP 2023 \(bcpcouncil.gov.uk\)](https://www.bcpouncil.gov.uk/state-of-bcp-2023).

Following this, a comprehensive programme of consultation and wider engagement took place on a draft proposal from 10 August – 22 October 2023. There were a variety of engagement activities, including an online survey, roadshows across the Bournemouth, Christchurch and Poole area and discussion groups in order to reach different groups of people and target some key groups including children and young people, care experienced children and young people and care leavers and adults with disabilities.

A number of stakeholder groups were also consulted, including Town and Parish Councils, Community and Voluntary Sector representatives and residents' associations. Written and verbal responses were also received from some key businesses and partners.

The findings were carefully taken into consideration to redraft the final vision, priorities and set of ambitions and design into a document.

Corporate directors, Cabinet Members and staff network group chairs have fed into the content and accessibility of the document.

Findings

The engagement process for the draft strategy gave us a valuable opportunity to hear from residents and stakeholders across Bournemouth, Christchurch and Poole in the development of the council's future proposed priorities and ambitions.

1,875 responses were received on the survey alone as well as engagement at roadshows, discussion groups and stakeholder meetings. The resulting feedback has been given careful consideration in finalising the content of the strategy.

Respondent profile

Age group	Survey	Census
Under 25 years	1%	14%
25 - 34 years	5%	15%
35 - 44 years	11%	13%
45 - 54 years	19%	16%
55 - 64 years	25%	15%
65 - 74 years	24%	13%
75 - 84 years	13%	9%
85+ years	1%	4%
Disability	Survey	Census
Yes - limited a lot	8%	7%
Yes - limited a little	16%	11%
No	76%	82%
Religion	Survey	Census
No religion	46%	45%
Christian	49%	50%
Other	5%	4%

Sex	Survey	Census
Female	52%	51%
Male	48%	49%
1% respondents reported that their gender identity is different to their sex at birth		
Ethnic Group	Survey	Census
White British	92%	82%
Other white	5%	9%
Any other minority ethnic group	4%	9%
Sexual Orientation	Survey	Census
Straight / Heterosexual	93%	96%
Gay or Lesbian	4%	2%
Bisexual	2%	2%
Other	1%	<0.5%

The survey results reflected the BCP population closely in the areas of sex, religion and sexual orientation. The results for age, disability and ethnicity were not completely representative of the BCP profile but this was mitigated through targeted focus groups.

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The BCP Youth Forum comprises 14 young people aged 13-16 across Poole and Bournemouth and they were involved in focus groups to comment on the draft vision, priorities and ambitions. The data relating to their protected characteristics is set out below.

Code	Count
Female	10
Male	3
Non-binary	1
Disability	4
SEND	3
Home-educated	1

The Children in Care and Care Experience Young People - 6 young people aged 17-22 from across Poole & Bournemouth who had care experience were involved in a focus group to comment on the draft vision, priorities and ambitions. The data relating to their protected characteristics is set out below.

Code	Count
Child in care	1
Care experienced	5
Female	4
Male	1
Trans-masculine	1
Identify as transgender	2
Disability	3
SEND	2

On the whole, the themes in the draft were endorsed with a few recommendations.

66% of survey respondents agreed with the vision but had further comments. Changes have been made to take account of feedback: referring to 'people' as well as 'communities' and putting 'people' first. Including 'safe' as a recurring theme and changing 'healthy and sustainable environment' to 'sustainable, safe and healthy communities'.

There was strong agreement for the two priorities with 80% of survey respondents agreeing with 'People and Communities' and 76% agreeing with 'Place and Environment' as areas of focus. Similar feedback was received at the roadshows, stakeholder events and discussion groups. As a result, the key priorities remained the same.

In general, many responses commented on the draft strategy being too wordy and too jargony, with repetition in places. As a result, the objectives were reworded and reordered.

Based on feedback, the straplines under the two priorities 'People and Communities' and 'Place and Environment' were reworded to provide further detail.

A wide range of views and information were collected through engagement and fed into the development of the strategy and delivery plan.

Conclusion

Summary of Equality Implications

The shared vision for Bournemouth, Christchurch and Poole strategy sets out the council's equality objectives to pay due regard to the Public Sector Equality Duty (subsection (1) of section 149 of the Equalities Act 2010).

There are ambitions, focus areas and measures that align to each of the EHRC domains: Education, Work, Living Standards, Health, Justice and Personal Security and Participation and this will be reflected in performance monitoring by having a dedicated equality-focused aspect of the new performance dashboard.

The needs of people with different protected characteristics and those locally-observed by BCP Council as detailed in the [Equality and Diversity Policy - December 2022 \(bcpCouncil.gov.uk\)](https://www.bcpCouncil.gov.uk/equality-diversity-policy) have been taken into consideration as part of the development of focus areas in the delivery plan.

The design of the strategy has considered readability and accessibility issues and accessible options will be explored, including in the communication of the strategy.

The main aim of the strategy is to enhance the lives of all residents and improve outcomes. The impact on those residents with protected characteristics should be positive and no negative impacts have been identified at this level. The individual impacts of specific actions within the delivery plan will be addressed through their own EIA's.

The table on the following page sets out which protected characteristics; elements of the [Public Sector Equality Duty](#); and areas of the Equality Human Rights Commission measurement framework, should be positively impacted by the implementation of the 'A shared vision for Bournemouth, Christchurch and Poole' strategy.

The table refers to the three elements of the public sector equality duty which are;

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

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	Age ¹	Disability	Gender	Gender reassignment ²	Pregnancy & Maternity	Marriage & Civil Partnership	Race	Religion or Belief	Sexual Orientation	Military Veterans	Carers	Children in Care and Care Experienced	socio-economic status	Local business or community groups	PSED – eliminate discrimination etc	PSED – advance equality of opportunity	PSED – foster good relations	Education	Work	Living Standards	Health	Justice & Personal Security	Participation
Our People and Communities																							
High quality of life for all, where people can be active, healthy and independent	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓				✓	✓	✓	✓
Working together, everyone feels safe and secure	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	
Those who need support receive it when and where they need it	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓				✓	✓		✓
Good quality homes are accessible, sustainable and affordable for all	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓				✓	✓	✓	
Local communities shape the services that matter to them	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓
Skills are continually developed, and people can access lifelong learning	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓				
Employment is available for everyone and helps create value in our communities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓			✓				

¹ Under this characteristic, The Equality Act only applies to those over 18 however it is important to think about children and young people too.

² Transgender refers people have a gender identity or gender expression that differs to the sex assigned at birth.

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	Age ¹	Disability	Gender	Gender reassignment ²	Pregnancy & Maternity	Marriage & Civil Partnership	Race	Religion or Belief	Sexual Orientation	Military Veterans	Carers	Children in Care and Care Experienced	socio-economic status	Local business or community groups	PSED – eliminate discrimination etc	PSED – advance equality of opportunity	PSED – foster good relations	Education	Work	Living Standards	Health	Justice & Personal Security	Participation
Our Place and Environment																							
Our communities have pride in our streets, neighbourhoods and public spaces	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓			✓
People and places are connected by sustainable and modern infrastructure	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓		✓	✓
Our inclusive, vibrant and sustainable economy supports our communities to thrive	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓			✓
Revitalised high streets and regenerated key sites create new opportunities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓			
Climate change is tackled through sustainable policies and practice	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓
Our green spaces flourish and support the wellbeing of both people and nature	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓	✓		✓
Our approach																							
Working closely with partners, removing barriers and empowering others	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓						✓
Providing accessible and inclusive services, showing care in our approach	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓

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	<i>Age¹</i>	<i>Disability</i>	<i>Gender</i>	<i>Gender reassignment²</i>	<i>Pregnancy & Maternity</i>	<i>Marriage & Civil Partnership</i>	<i>Race</i>	<i>Religion or Belief</i>	<i>Sexual Orientation</i>	<i>Military Veterans</i>	<i>Carers</i>	<i>Children in Care and Care Experienced</i>	<i>socio-economic status</i>	<i>Local business or community groups</i>	<i>PSED – eliminate discrimination etc</i>	<i>PSED – advance equality of opportunity</i>	<i>PSED – foster good relations</i>	<i>Education</i>	<i>Work</i>	<i>Living Standards</i>	<i>Health</i>	<i>Justice & Personal Security</i>	<i>Participation</i>
Using data, insights and feedback to shape services and solutions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓
Intervening as early as possible to improve outcomes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓
Developing a passionate and proud, valued and diverse workforce	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Creating an environment for innovation, learning and leadership	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓				✓
Using our resources sustainably to support our ambitions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

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Issue identified	Action required to reduce impact	Timescale	Responsible officer
The needs and experiences of different protected groups need to be considered in the implementation of the vision and ambitions	Ensure actions where applicable in the delivery plan have equality impact assessments	Ongoing	Corporate and Service Directors
Readability of the strategy for those with accessibility requirements	Ensure the strategy is as accessible as possible and communicated as widely as possible – explore options available	June 2024	Isla Reynolds, Director of Marketing, Communications and Policy Gail Scholes, Head of Policy, Sustainability and Inclusion Sophie Bradfield, Principal Policy and Strategy Officer
Ensure effective communication of the 'A shared vision for Bournemouth, Christchurch and Poole' strategy	Develop an accessible communication strategy	June 2024	Corporate Policy & Strategy team and Communications team