

Equality Impact Assessment: Conversation Screening Tool

The Council is legally required by the Equality Act 2010 to evidence how it has considered its equality duties in its decision-making process.

The Council must have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (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.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to -

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

A link to the full text of [s149 of the Equality Act 2010](#) which must be considered when making decisions.

1	What is being reviewed?	Project delivery of improvements to Hengistbury Head visitor centre.
2	What changes are being made?	Enhancements to the existing offer of public engagement, education and learning, health and wellbeing and raising awareness of the important ecology, archaeology and heritage for 1.25m visitors annually to Hengistbury Head
3	Service Unit:	Environment: Greenspace and Conservation
4	Participants in the conversation:	Across the project the following are all involved: Public Health Dorset, Mind, Natural England, English Heritage, Historic England, The Parks Foundation, National Trust, Heritage Lottery Fund, Local Residents and wildlife Groups Bournemouth University, Local Schools, SEN schools, Ward Councillors, Portfolio Holder and Senior Management.
5	Conversation date/s:	June 2023 – September 2024
6	Do you know your current or potential client base? Who are the key stakeholders?	The Public c.1.25m to Hengistbury Head with 130,000 to the Visitor Centre annually of which 80% are local residents. Schools circa 90 annually (10,000 students) SEN schools Universities – Bournemouth & Oxford University, Museum Service, Public Health Dorset, Natural England, English Heritage. Volunteers: 160 generating c.20,000 hours annually Reference: Visitor Survey 2023 Volunteer Survey 2023 E-Panel Survey Visitor Centre Condition Report 2024

7	<p>Do different groups have different needs or experiences? age (young/old), disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, members of the armed forces community, any other factors/groups e.g. socio-economic status, carers, human rights.</p>	<p>The project does not cater for specific groups but is targeted at everyone who has the ability to visit physically and or virtually access our outreaching media. Through the Nationally Lottery Heritage Fund there is an emphasis in wider engagement of all groups, abilities and ages to achieve a better understanding of our heritage and the natural environment. There is also an emphasis on health and wellbeing outcomes allied to access of the countryside and the activities that we offer.</p> <p>The promotion of Living History and the Night Sky for example are just two elements which will be emphasised more as we bring people closer to their natural environment on their doorstep.</p>
8	<p>Will this change affect any service users?</p>	<p>The only change will be positive improvements to the offer in terms of:</p> <ul style="list-style-type: none"> ✓ Catering, wider and improved choice and options. ✓ Schools and outdoor education enhanced offer, ie more sessions on a wider variety of topics ✓ Public engagement by more staff and volunteerers ✓ Understanding of one's local environment ✓ Vocational and work experience opportunities leading to job opportunities ✓ Updated interactive displays to aid learning / raise awareness ✓ Less light pollution, mitigation for climate change, biodiversity improvements ✓ Longer opening hours and increased face to face access ✓ Academic learning and a dynamic flow of information between citizen science and local universities. ✓ Promotion of Living History as an aid to understanding past peoples and their use of Hengistbury Head ✓ Generating more revenues to ensure sustainability and resilience in the future and the service we can provide to local residents and visitors.
9	<p>[If the answer to any of the questions above is 'don't know' then you need to gather more evidence. The best way to do this is to use forms 2 and 3. <i>*Please delete prompts before publishing*</i></p>	

10	What are the benefits or positive equality impacts of the change on current or potential users?	<ul style="list-style-type: none"> ✓ Better and informed access overall to the countryside for all ages and abilities ✓ Encouragement to seldom heard groups including the younger cohort 10-27 years who do not feature highly in our Visitor Surveys. ✓ We will retain the high-quality disabled access as agreed with our DOTS partners as well as increasing outreaching through social media including streaming of events to those who cannot physically access. ✓ Digitisation programme of artefacts (co-ordinated with Bournemouth University) to allow 'virtual' handling of artefacts. ✓ Skyscape archaeology and journeys across the night sky delivered in a planetarium of all users and abilities. Reduction in light pollution. ✓ More volunteering opportunities as part of our aims for social cohesion and challenging loneliness
11	What are the negative impacts of the change on current or potential users?	A few limited and temporary changes as we improve / upgrade the exhibition gallery
12	Will the change affect employees?	Yes it will deliver long-term sustainability and secure existing jobs as well as creating 3 other posts over the next 2 years and beyond.
13	Will the change affect the wider community?	<p>Yes but only positively with improvements including:</p> <ul style="list-style-type: none"> ✓ Catering offer ✓ Schools and outdoor education offer ✓ Public engagement by more staff and volunteerers ✓ Understanding of one's local environment ✓ Vocational and work experience opportunities leading to job opportunities ✓ Updated interactive displays to aid learning / raise awareness ✓ Less light pollution, mitigation for climate change, biodiversity improvements ✓ Longer opening hours and increased face to face access ✓ Academic learning and a dynamic flow of information between citizen scientists and local universities. ✓ Promotion of Living History as an aid to understanding past peoples and their use of Hengistbury Head ✓ Generating more revenues to ensure sustainability and resilience in the future and maintaining the service we can provide to local residents, visitors and wider

		community.
14	What mitigating actions are planned or already in place for those negatively affected by this change?	There are very few actions which will negatively impact on users. As stated above physical infrastructure improvements such as the updating of the exhibition gallery will be carried out in a sensitive way and at times of low visitor numbers (winter etc).
15	Summary of Equality Implications:	<p>The Equality implications of the Heritage Lottery funded 'Building Resilience and Sustainability into the Hengistbury Head Visitor Centre' will be broad and very positive.</p> <p>Above all the increased revenues will ensure that the Visitor Centre remains open and thriving whilst delivering access to the countryside of the highest order.</p> <p>It is a good opportunity to use the grant funding to solidify our credentials in delivering Key BCP Strategies including:</p> <ul style="list-style-type: none"> ✓ High quality access to the countryside for all ages and abilities ✓ Volunteering and community cohesion ✓ Health and well-being objectives ✓ Biodiversity improvements ✓ Mitigating for climate change ✓ Reducing light pollution ✓ New job opportunities ✓ Stimulating the local economy ✓ Making BCP a better and more vibrant place to live, work and play.