

Equality Impact Assessment: Conversation Screening Tool

The Council is legally required, under the Equality Act 2010, to demonstrate 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?	Dorset Local Enterprise Partnership (DLEP) Closure Cabinet Report. The Cabinet report is only seeking receipt of the funds. A further Cabinet paper(s) will be required detailing what will be delivered (projects) with the funds. These Cabinet paper(s) will include further EIA's, detailing how equalities have been considered for the proposed funded projects.
2	What changes are being made?	Government set out its expectation that Local Enterprise Partnerships (LEPs) will receive no further funding and provided guidance as to how their remaining functions should be integrated into Local Authorities. Council officers from BCP Council and Dorset Council (the accountable body for Dorset LEP) have worked through the detail, implications and necessary actions to support integration of functions where possible from Dorset LEP (DLEP) and the closure of the LEP. This EIA relates to a Cabinet report which seeks approval for the acceptance of c£3.5m of funds from the Dorset Local Enterprise Partnership (as part of its closure), to deliver economic benefits in the BCP region. These economic benefits will be in line with the aims and objectives of the

		Dorset Local Enterprise Partnership and BCP Council Corporate Strategy. Once the funds are transferred to BCP Council (and Dorset Council), the DLEP will formally close. A further Cabinet paper will follow in January 2026, which will introduce the draft BCP Growth Plan and will specifically detail how these funds will be allocated for projects and initiatives for economic development purposes. The BCP Business Growth Board will help create the draft Growth Plan and will provide advice on proposed projects and initiatives. A further EIA screening report will be created to accompany the Growth Plan Cabinet report in January 2026, when more information on the actual projects to be delivered (and their impacts) are finalised.
3	Service Unit:	Economic Development
4	Participants in the conversation:	Ruth Spencer, Head of Smart Place and Interim Head of ED Matthew Robson, Senior Economic Development Officer
5	Conversation date/s:	10 Sep 2025
6	Do you know your current or potential client base? Who are the key stakeholders?	Businesses in the BCP region and business networks (including Business Improvement Districts) and clusters Residents in the BCP region Further Education and Higher Education Charities and social enterprises
7	Do different groups have different needs or experiences? age (young/old), disability, sex 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., socioeconomic status, carers, human rights.	BCP Council is fully committed to responding to the needs of different groups including those with protected characteristics. These comprise: Different Ages - the elderly or children and young people; Current/Previous members of the Armed Forces; Those with caring responsibilities; Those with physical disabilities; Those with mental disabilities; Different sexes; Those who identify as trans; Those who are pregnant/on maternity; Those who are married/in a civil partnership; People from different ethnic groups; People with different religions or beliefs; People with different sexual orientations; People with different socio-economic status; and, Any human rights issues. The economic development projects (once finalised), will seek to benefit all members of the community (including those with protected characteristics) and will help improve equality in line with the 6 EHRC domains of areas of life that can impact equality - education; work; living standards; health; justice and personal security; and participation.

		All other protected characteristics have been considered, and no other needs or experiences have been identified
8	Will this change affect any service users?	As above. As such, this proposal will only affect service users in a positive way.
9	[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>]	

Form Version 1.2

10	What are the benefits or positive equality impacts of the change on current or potential users?	Funding for economic development projects benefits all members of the community through a more skilled workforce, improved employment opportunities, more productive businesses, better wages - leading to better quality of life (and improved housing affordability), and more inward investment into the BCP region.
11	What are the negative impacts of the change on current or potential users?	There are no foreseen negative impacts for current or potential users.
12	Will the change affect employees?	There will be no negative impact on BCP Council employees. The ED team is currently only funded until March 2026. This funding could be used for projects that create opportunities for the ED team to deliver.
13	Will the change affect the wider community?	Funding for economic development projects benefits all members of the community through a more skilled workforce, improved employment opportunities, more productive businesses, better wages - leading to better quality of life (and improved housing affordability), and more inward investment into the BCP region.
14	What mitigating actions are planned or already in place for those negatively affected by this change?	N/A

15	Summary of Equality Implications:	The closure of the DLEP and acceptance of funding for community (economic development) uses will benefit all members of the community (including those with protected characteristics) and will help improve equality - in line with the 6 domains of areas of life that can impact equality - education; work; living standards; health; justice and personal security; and participation.
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