

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?	A BCP Growth Plan is being developed which will replace the Economic Development Strategy 2021-2026. A growth plan under government guidelines set out a vision and a framework for the future development of the area, addressing needs and opportunities in relation to housing, the economy, community facilities and infrastructure – as well as a basis for conserving and enhancing the natural and historic environment, mitigating and adapting to climate change, and achieving well designed places.
2	What changes are being made?	Creating a BCP Growth Plan
3	Service Unit:	Investment & Development
4	Participants in the conversation:	Economic Development, Planning, Transport, ASC, Skills & Education, Housing, Communities, BCP Business Growth Board representatives including Leader of the Council, CEO, Portfolio Holder for Destination, Leisure & Commercial Operations and Director for Investment & Development and business sector representatives along with businesses across – Engineering & Manufacturing, Creative Digital, Finance, Fintech, Retail, Hospitality & Leisure, Professional Business Services, Culture and the 3 rd Sector. Bournemouth Development Company, Business Improvement Districts. Christchurch Town Council, Business Growth Dorset – Growth Hub.
5	Conversation date/s:	14/07/2025 - 30/09/2025 - 03/10/2025 - 20/11/2025 - weekly internal meetings – 13/01/2026 - investment priority workshops with businesses between 02/02/2026 and 05/03/2026. 30/03/2026 – 09/04/2026. 14/04/2026, 16/04/2026 – 30/04/2026 19/05/2026, 26/05/2026, 05/06/2026, 08/06/2026
6	Do you know your current or potential client base? Who are the key stakeholders?	Residents, Micro, SME and large businesses, higher education, further education, 3 rd sector, council officers, councilors. UK Government.

7	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.	We must ensure that the different needs are considered when engaging stakeholder and gathering feedback as well as communicating the Growth Plan to ensure inclusion amongst all residents. When developing the Growth Plan our Business Growth Board agreed on KPI's which would measure growth within the BCP area these include jobs Age (young/old), Disability, Socio-economic status, Armed Forces community and Experienced Young People
8	Will this change affect any service users?	No
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10	What are the benefits or positive equality impacts of the change on current or potential users?	There are no equality impacts from the development of the BCP Growth Plan
11	What are the negative impacts of the change on current or potential users?	None
12	Will the change affect employees?	No
13	Will the change affect the wider community?	The Growth Plan will bring investment into Bournemouth, Christchurch and Poole enabling a positive impact on residents and businesses within the area.
14	What mitigating actions are planned or already in place for those negatively affected by this change?	Stakeholder engagement, which includes building strong evidence through workshops and direct conversations, to ensure opinions and suggestions for investment priorities are shared.
15	Summary of Equality Implications:	We will have established a broad and cross cutting ideas for investment priorities to include within the Growth Plan which will enable BCP Council and BCP Growth Board to seek investment from both public and private sector to improve the lives of residents to include Increased jobs (skills, jobs and better paid jobs), productivity, quality of life, happiness, well-being and reduced deprivation.

