

**Dorset County Council Equality Impact Assessment Toolkit
Assessment Form**

Title of service, function or policy being assessed:	Dorset and East Devon World Heritage Site Management Plan (2014-19)
Name of Directorate and service:	Environmental Services- Jurassic Coast WHS Team
Name and role of officers completing this assessment:	Sam Rose, Jurassic Coast WHS Team Leader
Contact Telephone Number:	01305 228656
Date assessment completed:	04/11/13

<p>1. Is this a new policy/function/service or a review of an existing one?</p>
<p>The document being reviewed is the third revision of the Plan first submitted to UNESCO for scrutiny in 1999 as part of Dorset and East Devon Coast's nomination for World Heritage Site listing.</p>
<p>2. What are the aims and objectives of what is being equality impact assessed? (For guidance see appendix B)</p>
<p>The Vision for the Site as identified within the management plan is as follows:</p> <p>'Our vision is that World Heritage status will inspire people to celebrate, enjoy, value and learn about the Dorset and East Devon Coast, and to safeguard it for future generations in the best possible condition. We wish to ensure World Heritage status becomes a vibrant strand of the life of Dorset and East Devon, and the wider south west, benefiting local people, visitors and the environment.'</p>
<p>The long-term aims for the World Heritage Site management plan are as follows:</p>
<ol style="list-style-type: none"> 1. To Protect the Site's Outstanding Universal Value and setting 2. To Conserve and enhance the Site and its setting for science, education and public enjoyment 3. To strengthen understanding and awareness of the Outstanding Universal Value of the Site, and of World Heritage 4. To support communities in realising the economic social and cultural opportunities and benefits that World Heritage Status can bring 5. To improve sustainable access to the Site, and enable visitors to enjoy a welcoming experience and high quality facilities 6. To support and demonstrate exemplary WHS Management

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3. What needs or priorities is it designed to meet?

The implications of being on the World Heritage List are that properties have Outstanding Universal Value; a “cultural and/or natural significance which is so exceptional as to transcend national boundaries and to be of common importance for present and future generations of all humanity.”

Those responsible for managing World Heritage properties therefore have a ‘common obligation’ to ensure that they are protected for present and future generations, not just through legal means, but through responsible, inclusive, sustainable management practices.

The production of a management plan is therefore a formal requirement of both UNESCO and the UK Government for managing a WHS. Although the Management Plan for the Dorset and East Devon Coast is to be owned by the Jurassic Coast? Partnership, it is aimed at a very wide audience, so as to have widespread stakeholder agreement. These include, Dorset and Devon County Councils, the Partnership host authorities, district, town and parish councils, voluntary organisations, landowners, conservation bodies, businesses and individuals.

4. Who and/or what has been involved with implementing the policy, strategy, procedure or function?

(For guidance see appendix B)

The key delivery body for the WHS Management Plan is the Jurassic Coast World Heritage Team, who support the Partnership Steering Group. The Steering Group includes representation from 25 organisations, including Devon and Dorset County Councils, District and Borough Councils, Statutory Agencies, Defra, DCMS and a wide range of other local bodies. A range of other local and national organisations also dedicate significant time and effort to many projects linked to the World Heritage Site, as do a wide variety of individuals, academics, small voluntary groups and local businesses.

The Site itself is owned by more than 80 different landowners or leaseholders, ranging from private individuals, local authorities and the National Trust to the Ministry of Defence, and the continued engagement and support of those who own the Site is essential to the effective stewardship of the Site.

The draft Plan has been subject to a 10-week public consultation, through direct mailouts, the press, social media and other means.

5. In relation to the policy/service what do you think are the main issues, positive and/or negative, relating to the different equality groups?

You need to demonstrate that you have used data from existing sources to tell you about the current policy/service in terms of meeting the needs of the different equality groups.

What does consultation with stakeholders/beneficiaries tell you about the current or proposed policy/service? Your sources could include, for example, census data, DCC employee survey and the bi annual residents’ survey.

(For an overview of the main issues to consider refer to guidance notes in appendix B and E.)

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Overview

This Plan steps up its approach to equality and inclusion in relation to the last revision, and identifies it as a key Cross-Cutting Theme. This is set out as follows:

Participation and inclusion

Implementation of policies and actions, or related research and consultations will need to consider their audience carefully, particularly in terms of members of minority ethnic communities, disadvantaged people, people with disabilities or other hard-to reach groups. This will not only refer to meeting standards at, say visitor facilities, but being proactive amongst under-represented groups; including targeting certain geographical areas.

Required

- Is the implementation of the policy or action compliant with the Equality Act 2010 regulations, or if not applicable, will it take 'reasonable' steps to improve accessibility?

Important

- Does or can the policy or action actively target higher levels of social deprivation?
- Will delivery of the policy action be equal the length of the coast, and give opportunities for linking to inland areas?
- Will the policy or action benefit under-represented sectors of the community such as BME or young audiences?

In practice, this means that every action and approach being undertaken as part of the new Plan will be considered in terms of the above criteria. We think this is not just a robust approach, but one which will set standards for the management of World Heritage Sites and other natural designated areas.

Race/ethnicity (NB this includes Gypsies and Travellers)

Dorset is less ethnically diverse than England. In 2011 4.5% of Dorset's, and 3.8% of East Devon's population classed themselves as being from a black or minority ethnic (BME) group other than "White British". This is lower than the proportion for England (13.0%), but an increase on 5 years ago. There are significant opportunities to link to nearby urban populations, which tend to have much more diverse ethnic populations. In addition, it is very likely that the large numbers of visitors to the coast more closely reflect national demographic patterns.

- Provision of outreach and educational activities should be inclusive in design and delivery, following good practice, and where appropriate and possible should include measures to reach specific minority ethnic groups, particularly in relation to local urban populations and the local populations of travellers and gypsies
- Partner organisations should be encouraged to follow good practice guidelines regarding the promotion of equality and diversity in recruitment and training of staff, trustees and volunteers
- Selection of images for literature and marketing materials relating to the Jurassic Coast should reflect the ethnic diversity found at a national level
- The range of foreign language Jurassic Coast guides available should be reviewed periodically, and requests for other languages monitored

Disability

Dorset tends to reflect national patterns with regard to levels of disability. However due to the local population being older than the national average, levels of disability amongst the under 65s are lower than nationally, whilst amongst the older population they tend to be higher. East Devon also reflects

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national averages, and in likelihood has a similarly ageing population. The percentages of people who say they have a limiting long term health issues or disability are 8.6% for Dorset and 8.9% for East Devon. All visitors to the coast should be welcomed equally, and this should include as a general principle inclusive design principles at all stages of planning and delivery. The anecdotal responses to recent survey work have identified a number of issues, with the need for disabled parking and public transport featuring significantly (see attached selection of comments), suggesting that there are significant issues to be resolved in this area.

- The most significant issue for the coast will always be regarding barriers to physical access, which are addressed significantly within the policies, as are wider issues regarding broadening access for those with other disabilities. However this policy area should be monitored, and it is suggested that more is done to establish a network of access and disability groups to inform the implementation stage of the management plan
- As above, provision of outreach and educational activities should ideally be inclusive to all in design and delivery, and where appropriate and possible should include measures to reach specific disability groups, such as targeted work with special schools and local groups
- Partner organisations should be encouraged to follow good practice guidelines regarding the promotion of people with disabilities in recruitment and training of staff, trustees and volunteers
- Consideration should be given to selection of images for literature and marketing materials relating to the Jurassic Coast including occasional images of people with disabilities.
- Specific materials/publications could also be produced which highlight locations and sites which are accessible to people with limited mobility. This could be extended to feature accessible visitor centres, and any resources/provision which might broaden access, such as large print guides, availability of audio guides, provision of guided walks with sign language interpretation etc
- The range of formats in which Jurassic Coast guides and publications are available should be reviewed periodically, and requests for other formats monitored eg. large print, braille, audio, visual etc.
- The management plan itself when finalised should also be provided in a simplified format, and potentially published as an 'easy read' document, and in other formats
- The management plan refers to working with interpretation centres to 'encourage improvements to accessibility and inclusive practice'- careful consideration should be given to how to effectively implement this policy as an action

Religion and/or belief

When considering religious beliefs, 65.3% of the residents of Dorset and 65.6 % of the residents of East Devon tend to define themselves as Christian. This is largely in line with the national average, and has decreased since 2001.

It is hard to identify any obvious ways in which this should have any consequences regarding this management plan. However, some sensitivity should be shown when presenting the geological origins of the earth and in particular evolutionary theory towards those who hold other belief sets.

Sexual orientation

In general this is not a significant issue for this management plan, and no major issues are identified, however it is important that all people should feel welcomed and confident to visit:

- Selection of images for literature and marketing materials relating to the Jurassic Coast should give consideration to sometimes including images which reflect potential same sex relationships, and non-traditional family groupings.

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Age

Dorset and East Devon generally have an ageing population, with significantly higher numbers of people over 65 than nationally (Dorset 25.2% of the population, East Devon 28,2%).

Many of the issues which relate to this plan are reflected in the notes on disability set out above. It is equally important to consider how young people are actively included, which is particularly an issue with organised activities and volunteering, which often focus on family groups and older people.

- Work could be done with partners and through learning and education programmes to develop specific activities to target the full age spectrum of young through to older people, particularly the socially isolated. Many visitors to the coast are likely to be visiting older relatives (eg grandparents), and this could be taken into account in providing more inter-generational activities
- As with other groups, selection of images could reflect positive images of active older people along the coast
- Volunteering programmes at many of the visitor centre projects often engage very well with older people, and more will be made of this opportunity to combat the social isolation which can result from ageing. In addition, specific work will be done to target young people and engage them with volunteering programmes.

Gender (NB this include transgender)

In general this is not a significant issue for this management plan, and no major issues are identified. However, portraying positive images of women and girls actively enjoying the outdoors will encourage confidence and provide a welcoming image for the coast.

Rural isolation/exclusion/deprivation/other issues

Rural isolation is a significant issue along the Jurassic Coast, with many small and relatively isolated communities, and generally poor and limited access to public transport. Aim 4 from the management plan 'To support communities in realising the economic, social and cultural opportunities and benefits that World Heritage status can bring' should be considered in the context of these smaller communities, and care should be taken to engage with the smaller communities through the Jurassic Coast Communities Forum, as well as with the more significant 'gateway towns'. This could include:

- Development of mobile or outreach activities and work through local community groups and smaller village schools. In particular there is a significant opportunity through the Big Jurassic Classroom network for linking remote schools into an international network and an awareness of the nearby World Heritage Site and its global significance.

6. How does the current or proposed policy/service meet the needs of the six equality groups? If it doesn't where are the gaps? **Please include the findings and actions in the attached improvement plan.**

This stage of the management plan is based on setting out policy. The policies, and their actions and approaches, will be guided in their implementation by the Participation and Inclusion Cross Cutting Theme. This will enable us to consider the six equality groups in what is undertaken as part of the implementation of this Plan, and also to identify gaps on an ongoing basis.

7. Are there any aspects of the policy/function/service that result in quantifiable or different quality outcomes for different groups (higher or lower uptake/failure to access/receive a poorer or inferior service/evidence that different groups have different needs)?
(see guidance notes in appendix B)

No. The policies alongside each aim of the management plan seek to address any potential difference in outcomes.

A more detailed examination of these issues is given above in section 5

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8. What gaps have you identified and what further data/consultation do you need carry out if any?
Please include the actions in the attached improvement plan.

As a part of the last public consultation process on the management plan a database of groups and contacts was developed. This continues to be used, along with options for the development of a more formal consultation mechanism, in particular around the area of disabled access.

9. In what way(s) might this service or policy have an adverse impact on the grounds of race/ethnicity, gender, disability, age, religion and/or belief or sexual orientation? Please give your reasons/evidence for this, use your answers from box 5 - 8. [Note: "Adverse impact" means that the policy or service is disadvantageous to one or more groups of people.]

There are no specific adverse impacts identified, although care should be taken as the implementation phase of the plan develops to ensure that a monitoring and evaluation is carried out.

10. If you have identified that the service or policy is having, or might be having, an adverse impact, is it justifiable or legitimate? Please give your reasons for this.
(see appendix B for examples)

n/a

11. If you have concluded that the adverse impact or the discrimination is justifiable or legitimate, you will need to explain your actions and reasons to people. This is because we have a statutory duty to promote good relations between people of different groups. You will need to think what action could be taken to mitigate the adverse impact on people. **Please include the actions in the attached improvement plan.**

n/a

12. If you have concluded that the adverse impact or the discrimination is illegal, you must take action to remedy this immediately. **Please outline the action you will be taking and include it in your improvement plan**
(see appendix B for examples)

n/a

13. Please outline any unmet needs you have identified as a result of carrying out this assessment and how you intend to address them. **Please ensure this is included in your improvement plan.**

The following issues have been identified, and should form the basis of a more substantial action plan to be completed separately in addition to the EIA improvement plan below:

- Provision of outreach and educational activities should be inclusive in design and delivery, following good practice, and where appropriate and possible should include measures to:
 1. Reach specific minority ethnic groups, particularly in relation to local urban populations
 2. Reach specific disability groups, such as targeted work with special schools and local groups
 3. Work could be done with partners and through learning and education programmes to develop specific activities to target the full age spectrum of young through to

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- older people, particularly the socially isolated. Many visitors to the coast are likely to be visiting older relatives (eg grandparents), and this could be taken into account in providing more inter-generational activities
4. Develop mobile or outreach activities and work through local community groups and smaller village schools. In particular there is a significant opportunity through the Big Jurassic Classroom network for linking remote schools into an international network and an awareness of the nearby World Heritage Site and its global significance.
 5. Develop the opportunities for volunteering along the coast, particularly amongst the over 65 and under 25 age groups.
- Partner organisations should be encouraged to follow good practice guidelines regarding the promotion of ethnic diversity, inclusion of people with disabilities and other aspects of equality and diversity in recruitment and training of staff, trustees and volunteers
 - In particular, volunteering programmes at many of the visitor centre projects often engage very well with older people, and more could be made of this opportunity to combat the social isolation which can result from ageing. In addition, specific work could be done to target young people and engage them with volunteering programmes
 - Selection of images for literature and marketing materials relating to the Jurassic Coast should:
 1. reflect the ethnic diversity found at a national level
 2. include occasional positive images of people with disabilities
 3. give consideration to including images which reflect potential same sex relationships, and non-traditional family groupings
 4. reflect positive images of active older people, women, girls and young people enjoying the coast
 5. represent people from a broad range of socio-economic groups
 - The range of foreign language Jurassic Coast guides available should be reviewed periodically, and requests for other languages and other formats (eg: large print, braille, audio, visual) monitored and provided for where possible
 - Specific materials/publications could also be produced which highlight locations and sites which are accessible to people with limited mobility. This could be extended to feature accessible visitor centres, and any resources/provision which might broaden access, such as large print guides, availability of audio guides, provision of guided walks with sign language interpretation etc
 - The most significant issue for the coast will always be regarding barriers to physical access, which are addressed significantly within the policies, as are wider issues regarding broadening access for those with other disabilities.
 - The management plan refers to working with interpretation centres to 'encourage improvements to accessibility and inclusive practice'- careful consideration should be given to how to effectively implement this policy as an action
 - A further equality Impact assessment to be undertaken as the implementation stage of the management plan is developed. This could be undertaken on each individual aim/policy, or as an overall exercise
 - The management plan itself when finalised should also be provided in a simplified format, and potentially published as an 'easy read' document, and available in other format

Dorset County Council Equality Impact Assessment Toolkit Improvement Plan

Please list actions that you plan to take as a result of this assessment (continue on separate sheets as necessary)

Date on which the improvement plan will be reviewed:	Annually in April
Officer responsible for review of the improvement plan:	Dr Anjana Ford

Issue Identified and resulting equality target	Action Required	Please state what plan the target will be incorporated into, e.g. directorate plan, service plan or team plan and for what year.	Officer responsible	By when	Budget Implications Please notify the relevant service accountant
<p>Issue: This EIA does not ensure that the implementation of the Management Plan is carried out sensitively and effectively, with full regard to equality impacts</p> <p>Target: implementation of management plan does not have negative equality impacts</p>	Monitoring against implementation of Participation and Inclusion Cross-Cutting Theme	Implementation of D&EDC Management Plan 2014 - 2019	Anjana Ford JC Team	According to implementation timetable	None
<p>Issue: delivery of management plan rests significantly with other partners, who may not be fully aware of the issues identified, and may not deliver policies effectively</p> <p>Target: Partners fully implement management plan policies, resulting in positive equality impacts</p>	As implementation develops, individual team members will lead on their own areas of expertise and work with partners to promote good practise. Learning from implementation of the Participation and Inclusion Cross-Cutting Theme will be passed on	Implementation of D&EDC Management Plan: development of action plans for specific aims and policies	Anjana Ford JC Team	According to implementation timetable	None