

**Jurassic Coast Trust Equality Impact Assessment Toolkit  
Assessment Form**

<b>Title of service, function or policy being assessed:</b>	<b>Jurassic Coast Partnership Plan (2020-25) Management Framework for the Dorset and East Devon Coast World Heritage Site</b>
<b>Name of Organisation:</b>	<b>Jurassic Coast Trust</b>
<b>Name and role of officers completing this assessment:</b>	<b>Lucy Culkin, Chief Executive Officer</b>
<b>Contact Telephone Number:</b>	<b>01308 807000</b>
<b>Date assessment completed:</b>	<b>08/04/2020</b>

1. Is this a new policy/function/service or a review of an existing one?

The document being reviewed is the fourth 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.

2. What are the aims and objectives of what is being equality impact assessed?

- Aim 1) Protect the Site's Outstanding Universal Value and World Heritage Status
- Aim 2) Conserve and enhance the Site, its attributes, presentation and setting
- Aim 3) Inspire and engage people with the Site and deepen their understanding of its values
- Aim 4) Maintain and improve access to and experience of the Site
- Aim 5) Enable the Site's World Heritage Status to be of benefit to people and communities

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 the Jurassic Coast Partnership Plan is therefore a formal requirement of both UNESCO and the UK Government for managing a World Heritage Site. Management of the Site is dependent not just on these core organisations, but on a huge number of other individuals and bodies. The Jurassic Coast Partnership Plan, is aimed at a wide audience and therefore it is necessary to have widespread stakeholder agreement. The stakeholder body known as the Partnership Advisory Committee (PAC)

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comprises of representatives from key organisations, as well as advisors from specialist areas. In addition, the management of the Site is dependent not just on these core organisations, but on a number of other individuals and bodies. This wider partnership includes individual businesses, museums, community groups, visitor centres, attractions, arts bodies, development trusts, Town and Parish councils, and others.

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

The World Heritage Site is 155km long (95 miles), with many communities, landowners and conservation designations, so the most effective means of delivery is through a partnership approach. It is the enduring principle for the management of this Site.

The Jurassic Coast Trust is the body with the delegated authority for the day to day management of the Site and its World Heritage Status. The Jurassic Coast's stakeholder body is the Partnership Advisory Committee (PAC), which is a designated committee of the Jurassic Coast Trust. The PAC comprises of representatives from key organisations, as well as advisors from specialist areas as shown in the table:

Organisations	Specialists
Jurassic Coast Trust	An expert in fossil collecting
Dorset Council	A senior earth science specialist
Devon County Council	A Representative for the Jurassic Coast Ambassadors (volunteers)
Natural England	
Environment Agency	Representative for the coastal Visitor Centres
Historic England	Representative for the Jurassic Coast Museums
Dorset AONB	Representative for Town and Parish Councils
East Devon AONB	Representative for the Business community that serves the World Heritage Site area
National Trust	
Country Landowners and Business Association	
DCMS (observer role)	
Defra (observer role)	

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?

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

### Overview

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The Partnership Plan recognises a more pro-active approach to equality and inclusion is required, particularly in light of the Government commissioned 2019 Landscape Review; the report suggest that the environmental and heritage sector to consider audiences carefully and develop approaches that are sensitive to the needs of Black, Asian and Minority Ethnic (BAME) groups, LGBTQ people, religious groups, socially and economically disadvantaged people, people with visible or hidden disabilities or other underserved parts of our communities.

### Participation and inclusion

Implementation of policies and actions, or related research and consultations will need to consider their audiences carefully. Key considerations should include and be sensitive to the needs of Black, Asian and Minority Ethnic (BAME) groups, LGBTQ people, religious groups, socially and economically disadvantaged people, people with visible or hidden disabilities or other underserved groups. This not only refers to meeting standards that incorporates the needs of these groups but also through proactive and positive engagement in communities that are underrepresented and under-served in the heritage sector.

### 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-served sectors of the community such as BAME, LGBTQ or young audiences?

In practice, this means that every action and approach being undertaken as part of the new Partnership 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, Asian and Minority Ethnic (BAME) group other than "White British". This is lower than the proportion for England (13.0%). There are significant opportunities to link to nearby urban populations, which tend to have much more diverse BAME 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 BAME 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

### **Visible and Hidden Disabilities**

The definition as set out in section 6 of the Equality Act 2010 defines a disability if:

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- you have a physical or mental impairment
- that impairment has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.

Dorset tends to reflect national patterns with regard to levels of disability. Hidden disabilities refer to conditions that have no physical signs to the outside world but are still disabilities under the Equality Act. They include, but are not limited to, dyslexia, dyspraxia, dyscalculia and mental health. 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 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, 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 promote and disseminate the results of exemplary work being delivered across the Jurassic Coast with groups who have championed access along the coast (e.g. Diverse Abilities working with Durlston Country Park)
- 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. More should be done to disseminate exemplary projects, especially those that with help people with hidden disabilities to access and engage with the coast (e.g. Stepping into Nature project).
- 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.
- Content could be produced which highlights locations and sites that are accessible to people with limited mobility or beneficial to those that are suffering from hidden disabilities such as autism, dementia or depression. 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

### **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

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management plan.

### **Sexual Orientation and Gender**

The Jurassic Coast is a World Heritage Site and therefore everyone, regardless of their sexual orientation or gender should feel welcome to explore and enjoy what it has to offer:

- Partner organisations should consider actively and positively use images for literature and marketing materials non-traditional family groupings.

### **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 such as the JCVN is now underway to target young people and engage them with volunteering programmes along the Jurassic 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 5 from the Partnership Plan *'Enable the World Heritage Status to be of benefit to people and communities'* should be considered in the context of these smaller communities, and care should be taken to engage with the smaller communities, 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.
- Continued support and growth of the Jurassic Coast Ambassador Network who deliver high impact activities, walks and events in the heart of smaller communities.

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?

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 and be explored as part of a Delivery Plan. 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)?

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<p>No. The policies alongside each aim of the management plan seek to address any potential difference in outcomes.</p> <p>A more detailed examination of these issues is given above in section 5</p>
<p>8. What gaps have you identified and what further data/consultation do you need carry out if any?</p>
<p>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 developed and used, along with options for the development of a more formal consultation mechanism, in particular around the area of disabled access.</p>
<p>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.]</p>
<p>There are no specific adverse impacts identified, although care should be taken as the implementation phase of the plan develops to ensure that monitoring and evaluation is carried out.</p>
<p>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.</p>
<p>n/a</p>
<p>11. If you have concluded that the adverse impact or the discrimination is <u>justifiable or legitimate</u>, 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.</p>
<p>n/a</p>
<p>12. If you have concluded that the adverse impact or the discrimination is <u>illegal</u>, you must take action to remedy this immediately.</p>
<p>n/a</p>
<p>13. Please outline any unmet needs you have identified as a result of carrying out this assessment and how you intend to address them.</p>
<p>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:</p> <ul style="list-style-type: none"> <li>- Provision of learning and engagement activities should be inclusive in design and delivery, following good practice, and where appropriate and possible should include measures to:             <ol style="list-style-type: none"> <li>1. Reach specific BAME groups, particularly in relation to local urban populations</li> <li>2. Reach specific hidden and visible disability groups, such as targeted work with</li> </ol> </li> </ul>

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- special schools and local groups
3. Work could be done with partners and through learning and engagement 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
  4. Develop mobile or outreach activities and work through local community groups and partners to deliver these.
  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 hidden and visible 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, the JCVN which targets young people and engages them with volunteering programmes should be a priority programme for the JCT.
- Selection of images for literature and marketing materials relating to the Jurassic Coast should:
  1. Reflect ethnic diversity that is found at a national level
  2. Include occasional positive images of people with disabilities
  3. Give consideration to include images that reflect 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. Content could also be produced which meets the needs of those with hidden disabilities (such as depression, dementia or autism) so they can access the coast and feel its benefits.
- 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 itself when finalised should also be provided in a simplified format, and potentially published as an 'easy read' document, and available in other formats.

