

Equality Impact Assessment / Equality Analysis

(updated Dec 2022)

Title of service or policy	Call for Nature Sites
Name of directorate and service	Sustainable Communities, Green Transformation
Name and role of officers completing the EIA	Andrew Pearce. Biodiversity Net Gain Officer
Date of assessment	May 2023

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	<p>Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>Our vision for Bath & North East Somerset (B&NES) is to be Nature Positive by 2030. https://www.naturepositive.org This will mean that the Council will be making a positive contribution to nature recovery across all service areas and through our decision making. As part of this we need to make more and better-connected spaces for nature that are managed positively for wildlife for the long term.</p> <p>The Green Infrastructure & Nature Recovery team are part of the Green Transformation Service. We are asking landowners and leaseholders with an interest in managing land more positively for nature to help us identify land that could contribute to nature recovery across Bath and North East Somerset.</p> <p>Our role is to provide feedback on the potential of the sites submitted and identify opportunities to contribute to nature recovery as part of wider work to develop a Local Nature Recovery Strategy. This public request will allow us to build a picture of where land is available for habitat creation, restoration, and enhancement.</p>

1.2	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	The Environment Act 2021 will amend Section 40 of the Natural Environment and Rural Communities Act to amend the Council's general duty to biodiversity to 'conserve and enhance' biodiversity. The new Call for Nature Sites service will contribute to achieving this national legal duty.
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	The aim of this policy links directly to Local Plan Policy NE3a (Biodiversity Net Gain) and wider Corporate Strategy Climate & Ecological Emergency Core Policy.

2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, sex, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	Key questions	Data, research and information that you can refer to
2.1	What equalities training have staff received to enable them to understand the needs of our diverse community?	The Green Infrastructure & Nature Recovery team attended in house Equality Training on Tuesday 2 nd May 2023, which was delivered by B&NES Corporate Equality Officer. This EqIA is a dynamic

		document and has been updated following the training and will continue to be updated throughout the project as necessary.
2.2	What is the equalities profile of service users?	A wide range of landowners from across the B&NES authority area may use the service. Equalities data for the area can be found in the Strategic Evidence base 2023.
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	None were available at the time of completing this assessment.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Members of the Green Infrastructure & Nature Recovery team who were not involved in the earlier stages of the development of the Call for Nature Sites were asked to trial the systems to ensure that enough information had been provided to allow them to submit sites and that this was presented in a way that was clear, concise, and easy to follow. All feedback was reviewed, and changes made as appropriate.
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	
3. Assessment of impact: 'Equality analysis'		
	Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy: <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or could help promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 	
	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this

3.1	Issues relating to all groups and protected characteristics	<p>Web information will be published to meet accessibility guidelines. A variety of other methods will be used to reach out to landowners. Eg. Partnership network groups, Parish liaison. A downloadable form has been produced for those who are unable to use or do not have access to a computer and due care has been taken to ensure that the document meets accessibility standards. This can be printed, completed, and returned by post. For those who are unable to access a computer, we have provided the location of computers which members of the public are able to use.</p> <p>There is increasing evidence to suggest that access to nature can benefit mental and physical health.</p>	Groups (especially those with protected characteristics) may feel isolated, excluded, or overwhelmed by the process. We have provided a variety of methods to allow individuals to engage and have provided contact details should anyone want to contact us for more information or support.
3.2	Sex – identify the impact/potential impact of the policy on women and men.	No potential impacts identified.	No potential impacts identified.
3.3	Pregnancy and maternity	No potential impacts identified.	No potential impacts identified.
3.4	Gender reassignment – identify the impact/potential impact of the policy on transgender people	No potential impacts identified.	No potential impacts identified.
3.5	Disability – identify the impact/potential impact of the policy on disabled people	As above. Published material has been produced in accordance with the accessibility standards and we have	Groups (especially those with protected characteristics) may feel isolated, excluded, or overwhelmed by the process.

	(ensure consideration both physical, sensory and mental impairments and mental health)	provided contact details should anyone want to contact us for more information or support.	
3.6	Age – identify the impact/potential impact of the policy on different age groups	<p>Certain age groups may not have grown up with computers and may not feel comfortable using one. We have provided a downloadable form which can be printed, completed by hand, and returned to us by post. We have also provided contact details should anyone want to contact us for support.</p> <p>The project has the potential to benefit children and young people through access to nature sites. This may support their education and provide health benefits.</p> <p>The project contributes towards addressing the Ecological Emergency and increasing the resilience of nature against human pressures (including climate change) for our future generations to enjoy.</p>	<p>May feel isolated, excluded, or overwhelmed by the process.</p> <p>Large, printed documents are available on request.</p>
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.7	Race – identify the impact/potential impact on across different ethnic groups	A translation service is available upon request and a telephone number has been provided for additional support.	May feel isolated, excluded, or overwhelmed by the process.

			A translation service is available upon request.
3.8	Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	No potential impacts identified.	No potential impacts identified.
3.9	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	No potential impacts identified.	No potential impacts identified.
3.10	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	No potential impacts identified.	No potential impacts identified.
3.11	Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	Web information will be published to meet accessibility guidelines. A variety of other methods will be used to reach out to landowners. Eg. Partnership network groups, Parish liaison. A downloadable form has been produced for those who are unable to use or do not have access to a computer and due care has been taken to ensure that the document meets accessibility standards. This can be printed, completed, and returned by post. For those who are unable to access a computer, we have provided the location of computers which members of the public are able to use.	May feel isolated, excluded, or overwhelmed by the process.

3.12	Rural communities* identify the impact / potential impact on people living in rural communities	As above. They might not have a stable Wi-Fi connection and may not be able to complete the online form. Some rural communities are difficult to reach, and we will use a variety of methods to reach out to landowners. Eg. Partnership network groups, Parish liaison.	May feel isolated, excluded, or frustrated by the process
3.13	Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	No potential impacts identified.	No potential impacts identified.

*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

4. Bath and North East Somerset Council & NHS B&NES

Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Unable to access a computer Unstable Wi-Fi connection Difficulty accessing information	Provide an alternative to the web form and identify the location of computers which members of the public can access. Provide contact details for more information and support.	Complete	Andrew Pearce	Before launch
Unable to use a computer	Provide an alternative to the web form and contact details for more information and support.	Complete	Andrew Pearce	Before launch
Difficulty interpreting information	The webpage and published materials will be produced in accordance with the accessibility standards.	Complete	Andrew Pearce	Before launch
Difficulty reading information	Published materials have been produced in accordance with the accessibility standards. The downloadable form can be read with the assistance of a screen reader and Arial font 12 has been used throughout. There are no	Complete	Andrew Pearce	Before launch

	<p>tables and images, and alt text has been used to indicate where there are fields that need to be populated. We have restated the question and instructions within the alt text.</p> <p>A translation service and large print are also available upon request.</p>			
Overwhelming	<p>Present information that is clear, concise, and easy to follow.</p> <p>Provide contact details for more information and support.</p>	Complete	Andrew Pearce	Before launch

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Mark Minkley (*Strategic Manager - Green Infrastructure and Nature Recovery*)
Divisional Director or nominated senior officer)

Date: 09th May 2023