

Equality Impact Assessment

The purpose of an assessment is to understand the impact of the Council's activities* on people from protected groups and to assess whether unlawful discrimination may occur. It also helps to identify key equality issues and highlight opportunities to promote equality across the Council and the community. The assessment should be carried out during the initial stages of the planning process so that any findings can be incorporated into the final proposals and, where appropriate, have a bearing on the outcome.

(*Activity can mean strategy, practice, function, policy, procedure, decision, project or service)

Name of person completing the assessment	Dan Knowles	Date of assessment	02/11/2022
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Name of the proposed activity being assessed	Habitat bank, Tyting Farm SANG	Is this a new or existing activity?	New
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Who will implement the activity and who will be responsible for it?	Parks and Leisure Service
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1. Determining the relevance to equality

What are the aims, objectives and purpose of the activity?	To increase the habitat value of Tyting Farm SANG (public open space) in order to provide habitat credits that developments can purchase to achieve a biodiversity net gain (BNG).
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Is this a major activity that significantly affects how services or functions are delivered?	No	Who will benefit from this activity and how?	The public will have access to a more attractive open space. General public benefit from environmental improvements. Developers will benefit from access to credits.
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Does it relate to a function that has been identified as being important to people with particular protected characteristics?	No	Who are the stakeholders? Does the activity affect employees, service users or the wider community?	The public, developers. The scheme will provide benefits for the wider community and users of the SANG.
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Based on the above information, is the activity relevant to equality?

Yes – continue to section 2	No.
No – please record your reasons why the activity is not relevant to equality	The land is already set aside as SANG. SANGs are subject to accessibility criteria (e.g. accessible footpaths). The proposed habitat bank does not alter the SANG infrastructure (e.g. parking, paths) but instead simply improves the biodiversity on site.

2. Is the proposed activity accessible for all the protected groups listed below?
(Consider in what ways the activity might create difficulties or barriers to parts of the workforce, community or protected groups. How might one or more groups be excluded because of the activity?)

Protected groups	Yes	No	Evidence
Disability		X	
Race		X	
Gender		X	
Sexual orientation		X	
Age		X	
Religion or belief		X	
Transgender or transsexual		X	
Marriage and civil partnership		X	
Pregnancy or maternity		X	

3. Is it likely the proposed activity will have a negative impact on one or more protected groups?

Protected groups	Yes	No	Evidence
Disability		X	
Race		X	
Gender		X	
Sexual orientation		X	
Age		X	
Religion or belief		X	
Transgender or transsexual		X	

Marriage and civil partnership		X	
Pregnancy or maternity		X	

4. What action can be taken to address any negative impact? What measures could be included to promote a positive impact? (*Consider whether it is possible to amend or change the activity due to the likely adverse impact whilst still delivering the objective. Is it possible to consider a different activity which still achieves the aims but avoids an adverse impact? Is an action plan required to reduce any actual or potential adverse impact?*)

None required.

5. What are the main sources of evidence that have been used to identify the likely impacts on the different protected groups? (*Use relevant quantitative and qualitative information that is available from sources such as previous EIA's, engagement with staff and service users, equality monitoring, complaints, comments, customer equality profiles, feedback, issues raised at previous consultations and known inequalities*).

Open spaces are already designed in accordance with accessibility guidance. As a SANG, the SANG plan accords with Natural England's SANG guidelines which ensure that SANGs are accessible and safe for vulnerable users. The delivery of a habitat bank will not undermine the SANG plan but will enhance the attractiveness of the site for users.

6. Has any consultation been carried out (e.g. with employees, service users or the wider community)? Please provide details

The land is already a SANG and it is considered that the proposal for a habitat bank will not affect (and in fact will enhance) that role. Councillors and directors have been consulted on the specific proposal for Tyting.

7. Is further consultation required as a result of any negative impact identified? If so, what groups do you intend to engage with and how?

No

8. Conclusion of Equality Impact Assessment - please summarise your findings

The proposal will provide a net public benefit for all groups due to the enhancement to the SANG (public open space) and general environmental benefits.

Name of person completing assessment:

Date: 02/11/2022

Job title: Dan Knowles

Signature: Dan Knowles

Senior manager name: Laura Howard

Date: 03/11/2022

Signature: Laura Howard