

Cambridge City Council Equality Impact Assessment (EqIA)

This tool helps the Council ensure that we fulfil legal obligations of the [Public Sector Equality Duty](#) to have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (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.

Guidance on how to complete this tool can be found on the Cambridge City Council intranet. For specific questions on the tool email Helen Crowther, Equality and Anti-Poverty Officer at equalities@cambridge.gov.uk or phone 01223 457046.

Once you have drafted the EqIA please send this to equalities@cambridge.gov.uk for checking. For advice on consulting on equality impacts, please contact Graham Saint, Strategy Officer, (graham.saint@cambridge.gov.uk or 01223 457044).

1. Title of strategy, policy, plan, project, contract or major change to your service
Biodiversity Strategy 2021 – 2030 (review of existing 2006 Nature Conservation Strategy). For approval for public consultation.

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
To be published committee papers for the 1 st July 2021

3. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?
Review of existing 2006 Nature Conservation Strategy in response to 2019 Biodiversity Emergency Declaration. Seeking to mainstream biodiversity protection and enhancement across all services, protect and enhance the core of the Cambridge Nature Network sites and to work with our communities to enhance wildlife in all neighbourhoods.

4. Responsible service

Environment Services

5. Who will be affected by this strategy, policy, plan, project, contract or major change to your service?

(Please tick all that apply)

- Residents
- Visitors
- Staff

Please state any specific client group or groups (e.g. City Council tenants, tourists, people who work in the city but do not live here):

Relevant to all residents and visitors to the City. No specific group affected

6. What type of strategy, policy, plan, project, contract or major change to your service is this?

- New
- Major change
- Minor change

7. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service? (Please tick)

- Yes
- No

If 'Yes' please provide details below:

The strategy seeks to embed the consideration of biodiversity across all services to both protect and enhance biodiversity in all projects, maintenance tasks and functions.

8. Has the report on your strategy, policy, plan, project, contract or major change to your service gone to Committee? If so, which one?

Due to go to on 1st July 2021 to the Environment and Community Scrutiny Committee for approval to publicly consult, prior to formal adoption in Autumn 2021.

9. What research methods/ evidence have you used in order to identify equality impacts of your strategy, policy, plan, project, contract or major change to your service?

None to date. The strategy has the potential to impact on a wide variety of groups as it seeks to engage with landowners, businesses, community groups and visitors to respect, protect and enhance our City wildlife and the multiple benefits it provides. Within the EQIA Action Plan we will

ensure that people of different protected characteristics are engaged and that all engagement materials and processes are accessible. This EqIA will be updated with any evidence of equality impacts from the consultation.

10. Potential impacts

For each category below, please explain if the strategy, policy, plan, project, contract or major change to your service could have a positive/ negative impact or no impact. Where an impact has been identified, please explain what it is. Consider impacts on service users, visitors and staff members separately.

(a) Age - Please also consider any safeguarding issues for children and adults at risk

There are no impacts specific to this protected characteristic group.

(b) Disability

Positive impact. A thriving biodiverse environment is critical for our well-being with a growing evidence base to suggest that we lead healthier lives, both mentally and physically, if we have more opportunities to interact with nature. For instance, the Mental Health Foundation's Mental Health Awareness Week theme this year was nature (see: <https://www.mentalhealth.org.uk/campaigns/mental-health-awareness-week>.) Therefore, this strategy has the potential to positively impact on all groups through preventing disability or long-term illness. Where we identify sites for potential recreational zoning, then the balance between public accessibility and wildlife protection will be subject to separate EQIA assessment.

(c) Gender reassignment

There are no impacts specific to this protected characteristic group.

(d) Marriage and civil partnership

There are no impacts specific to this protected characteristic group."

(e) Pregnancy and maternity

There are no impacts specific to this protected characteristic group

(f) Race – Note that the protected characteristic ‘race’ refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

There are no impacts specific to this protected characteristic group

(g) Religion or belief

There are no impacts specific to this protected characteristic group.

(h) Sex

There are no impacts specific to this protected characteristic group

(i) Sexual orientation

There are no impacts specific to this protected characteristic group

(j) Other factors that may lead to inequality – in particular, please consider the impact of any changes on low income groups or those experiencing the impacts of poverty

The Local Nature Reserves, Commons and public open spaces and volunteering opportunities arising from the strategy are all free to access or be involved in. Officers will explore alternative ways of promoting the sites and volunteer events to ensure broad engagement. We will work with existing community groups, including those working with people on low-incomes to help promote initiatives.

11. Action plan – New equality impacts will be identified in different stages throughout the planning and implementation stages of changes to your strategy, policy, plan, project, contract or major change to your service. How will you monitor these going forward? Also, how will you ensure that any potential negative impacts of the changes will be mitigated? (Please include dates where possible for when you will update this EqlA accordingly.)

Cambridgeshire contains relatively little accessible green infrastructure for people, and with growing populations this places greater recreational pressures on those greenspaces. The Biodiversity Audit that accompanies the Biodiversity Strategy identified that recreational pressure on the City's open spaces is having a negative impact on biodiversity and the associated challenge in an urban environment of balancing the needs of both wildlife and all our communities. We need to protect and enhance the biodiversity resources that we have left, but also ensuring there is outdoor space for residents of the city to enjoy and harness the multiple physical and mental health benefits. In evaluating site management plans and biodiversity projects we will undertake specific EQIAs to ensure the needs of different groups of residents from protected characteristics are considered and balanced.

12. Do you have any additional comments?

Where any equality impacts are identified from the consultation, this EqlA shall be updated.

13. Sign off

Name and job title of lead officer for this equality impact assessment: Guy Belcher, Biodiversity Officer, guy.belcher@cambridge.gov.uk

Names and job titles of other assessment team members and people consulted: Heather Crowther, Equality and Anti-Poverty Officer

Date of EqlA sign off: 16/06/2021

Date of next review of the equalities impact assessment: 01/09/2021

Date to be published on Cambridge City Council website: 20/01/2021

All EqlAs need to be sent to Helen Crowther, Equality and Anti-Poverty Officer. Ctrl + click on the button below to send this (you will need to attach the form to the email):

Send form