

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 2022 – 2030 (review of existing 2006 Nature Conservation Strategy).

2. Webpage link to full details of the strategy, policy, plan, project, contract or major change to your service (if available)
Will be published with committee papers for the 30th June 2022 - 2030

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 and meet the following vision: Our vision is that over the next 9 years Cambridge will see a “measurable net gain” in biodiversity, both within the city and the surrounding countryside, including the extent and quality of priority habitats and populations of priority species. Wildlife habitats will be protected, enhanced and where possible expanded and linked. The very best wildlife habitats will form part of a much wider Cambridge Nature Network that will permeate the whole of the city and beyond. Everyone who lives or works within Cambridge will have access to high quality natural greenspaces within walking distance of their home or place or

work, and there will be a greater awareness and understanding of biodiversity with opportunities to be involved and collaborate in local wildlife enhancement projects and monitoring.

Strategy contains 7 strategic objectives to meet priority 1 of the Councils Corporate Plan (2022 – 2027):

Our strategic objectives are:

1. To secure a measurable net gain in biodiversity across the City by 2025 and support the Natural Cambridgeshire Doubling Nature Vision by 2030
2. To ensure designated sites and priority habitats are in good / favourable condition and connected, where possible, to increase resilience to a changing climate and contribute to the Cambridge Nature Network
3. To promote awareness of biodiversity and wellbeing, supporting coordinated action in our communities, businesses, and institutions
4. To ensure that biodiversity is considered by all council service functions and projects
5. To maximise the potential of our buildings, parks, open spaces, allotments and community gardens, watercourses and tree stock to support biodiversity, whilst balancing their multifunctional needs
6. To harness the wealth of local professional and amateur knowledge and experience in identifying and solving local issues.
7. To establish long term, species and habitat surveys and monitoring to measure the impact of activities and identify new threats and opportunities across the city

The strategy and action plan group these objectives into 3 key themes:

Biodiversity mainstreaming: This theme is about embedding biodiversity into everything that we do, whether that is constructing new houses, buying materials, or undertaking our role as a planning authority. We will ensure that our actions minimise impacts on biodiversity as well as seek opportunities to enhance it. We will aim to develop cross-cutting strategies and

solutions between all services that promote biodiversity and focus on nature-based solutions.

The core: This theme is about developing our core of biodiversity sites in the City. This includes reviewing and updating management plans for our most important nature conservation areas and working with partners to ensure a coherent and resilient nature network through Cambridge.

Nature in your neighbourhood: This theme is about encouraging nature to flourish across the city through collaboration with communities, businesses and institutions. The aim is to ensure nature is not restricted to a few precious locations and that it can be enjoyed, understood, and experienced by all.

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 and maintenance tasks.

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 30st June 2022 to the Environment and Community Scrutiny Committee for approval to adopt.

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. 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. Therefore, this strategy has the potential to positively impact on all ages through preventing physical and mental disability or long-term illness. 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.

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

There are no impacts specific to this protected characteristic group.

(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 through volunteering. 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, such as Abbey People 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 EqIA 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?

It is recognised that increased areas of long grass and tree canopy have the potential to impact those with respiratory conditions. On balance it is considered that the negative impacts of increased biodiversity exacerbating conditions such as hay fever are outweighed by the positive effects of vegetation mitigating the negative health impacts of atmospheric pollution.

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 EqIA sign off: [Click here to enter text.](#)

Date of next review of the equalities impact assessment: [Click here to enter text.](#)

Date to be published on Cambridge City Council website: [Click here to enter text.](#)

All EqIAs 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