



# EQUALITY IMPACT ASSESSMENT (EIA)

Warwick District Council's Biodiversity Action Programme

**Service/policy/strategy/practice/plan being assessed:** Warwick District Council's Biodiversity Action Programme

**Business Unit/Service Area:** Climate Change Team

**Is this a new or existing service/policy/strategy/practice/plan?** New strategy and action plan

**EIA Review team – list of members:** Becky Davies and Dave Barber

**Do any other Business Units/Service Areas need to be included?** No

**Date of assessment:** 4<sup>th</sup> March 2024

**Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?** No

## DETAILS OF SERVICE/POLICY/STRATEGY/PRACTICE/PLAN

### Scoping and Defining

#### **1. What are the aims, objectives and outcomes of the service/policy/practice/plan?**

The Biodiversity Action Programme sets the strategic direction to 2050 for how Warwick District Council will respond to the need to protect, conserve and enhance biodiversity in the district, with a particular focus on the Council's own land and operations.

It is intended to set an example for others by targeting the Council's resources for the greatest benefit and demonstrating what can be done independently and in collaboration with partners to implement positive change on the ground.

The key aims of the Biodiversity Action Programme are as follows:

1. A delivery plan for the Council to take action to address the Ecological Emergency.
2. A mechanism to involve people and form partnerships to help achieve biodiversity improvements in the district.
3. A key document to inform the local planning system and help comply with the Council's statutory biodiversity duty.

#### **2. Who are the customers?**

All residents of Warwick District, along with those who work in and visit the district.

#### **3. How has equality been considered in the development or review so far?**

No consideration to date

#### **4. What is the reason for the change/development?**

The Biodiversity Action Programme has been developed in response to the Council's Ecological Emergency declaration in October 2022.

#### **5. How does it fit with Warwick District Council wider objectives?**

The Biodiversity Action Programme is the key strategy and mechanism for delivery of strategic goal 3.3 in the Corporate Strategy 2030.

#### **6. Why might it be important to consider equality and the protected characteristics?**

One of the key aims of the Biodiversity Action Programme is for it to be a mechanism to involve people and form partnerships to help achieve biodiversity improvements in the district. We hope to find ways to engage, connect, involve, inspire and support individuals, communities and landowners to take action for nature in their local area. Some of these communities will be hard to reach, and there could be language and cultural barriers. Nature is in crisis and the impacts will affect all local people, therefore it is important to consider communities and residents with all protected characteristics. If delivered well, the Biodiversity Action Programme will benefit everyone and have wide ranging co-benefits including health and wellbeing.

### Information Gathering

**7. What sources of data have you used?**

None to date.

**8. What does the data you have tell you about your customers and about protected equality groups?**

N/A

**9. What do you need to know more about?**

Methods for communicating and engaging with vulnerable groups relating to actions in the Biodiversity Action Programme.

**10. How could you find this out and who could help you?**

Working closely with partner organisations, town and parish councils, Councillors, local community groups and individuals to understand the needs of protected groups, particularly people with disabilities.

### Engagement and Consultation

**11. Who have you consulted with from protected equality groups?**

No one at this stage.

**12. Who else could you consult with?**

Partner organisations

Town and parish councils

Councillors

Local community groups and individuals

**13. Who can help you to do this?**

As above

Monitor and Evaluate

**14. Who have you consulted with from protected equality groups?**

No one at this stage.

**15. Analysis of impact and potential actions:**

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul>
		Positive impacts identified ( <i>actual and potential</i> )	Negative impacts identified ( <i>actual and potential</i> )	
<b>Age</b>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	None	The Biodiversity Action Programme will have benefits for everyone. It is not influenced by age.
<b>Disability</b>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	Potential impact on accessibility for people with mobility issues (e.g. allowing grass to grow long in certain areas)	The Biodiversity Action Programme will have benefits for everyone. However, there is the potential for people with mobility issues to experience some negative impacts in terms of accessibility due to changes in the way we maintain parks and open spaces (e.g. allowing grass to grow longer in certain areas). This will be taken into consideration when planning and delivering changes to our grounds maintenance contract. One potential action is to provide areas or pathways of short mown grass (where relevant) to minimise impacts on accessibility.
<b>Sex</b>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	None	The Biodiversity Action Programme will have benefits for everyone. It is not influenced by sex.

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul>
		Positive impacts identified ( <i>actual and potential</i> )	Negative impacts identified ( <i>actual and potential</i> )	
<b>Race</b>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	Potential language barriers	The Biodiversity Action Programme will have benefits for everyone. It is not influenced by race. However, there may be some potential language barriers and alternative methods of communication will need to be considered.
<b>Religion or belief</b>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	None	The Biodiversity Action Programme will have benefits for everyone. It is not influenced by gender religion or belief.
<b>Gender Re-assignment</b>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	None	The Biodiversity Action Programme will have benefits for everyone. It is not influenced by gender re-assignment.
<b>Pregnancy and Maternity</b>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	None	The Biodiversity Action Programme will have benefits for everyone. It is not influenced by pregnancy and maternity.
<b>Sexual orientation</b>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	None	The Biodiversity Action Programme will have benefits for everyone. It is not influenced by sexual orientation.

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul>
		Positive impacts identified ( <i>actual and potential</i> )	Negative impacts identified ( <i>actual and potential</i> )	
<b>Marriage and Civil Partnership</b> <i>(Note: only in relation to due regard to eliminating unlawful discrimination)</i>	No data	A thriving, wildlife rich environment benefits both physical and mental health.	None	The Biodiversity Action Programme will have benefits for everyone. It is not influenced by marriage and civil partnership.





**Date of next review:** Ongoing (in line with delivery of actions in the action plan to 2030)

**Name and signature of Officer completing the EIA:**

Becky Davies, Climate Change Adaptation Officer

**Name and signature of Head of Service:**

Dave Barber, Programme Director for Climate Change