

Equality Impact Assessment (EqIA)

Title of EqIA:	Tree Nursery
Brief description of the Proposal:	Setting up a Council operated Tree Nursery in the borough to provide locally grown trees for biodiversity schemes, development sites and public and business sponsorship.

For all of categories below please consider:

1. Does this proposal eliminate unlawful discrimination?
2. Does this proposal advance equality of opportunity between people who share a protected characteristic and those who do not share it?
3. Does this proposal foster good relations between people who share a protected characteristic and those who do not share it?

Statutory Considerations: Please highlight what impact could there be on people with protected characteristics.	
Age:	Proposals for creating and operating the nursery are unlikely to have a specific impact on this characteristic group. Efforts to be made to maximise health and wellbeing benefits relating to an voluntary planting initiatives.
Disability:	There may be a barrier for people within this group, particularly for group and home planting initiatives. Consideration to be made to ensure that people in this protected group are able to fully participate in this initiative.
Gender:	The report proposals are unlikely to have a specific impact on this characteristic group.
Gender reassignment:	The report proposals are unlikely to have a specific impact on this characteristic group.

Pregnancy and Maternity:	The report proposals are unlikely to have a specific impact on this characteristic group.
Race:	The local Gurkha community currently operate an existing community garden. This creates an opportunity to engage with this community and others on this project. Further consultation and equalities consideration to be carried out as part of the project development. The report proposals are unlikely to have a direct local negative impact on this characteristic group.
Religion or belief:	The report proposals are unlikely to have a direct local impact on this characteristic group.
Sexual Orientation:	The report proposals are unlikely to have a specific impact on this characteristic group.
Marriage and civil partnership:	The report proposals are unlikely to have a specific impact on this characteristic group.
Non statutory considerations: Please highlight what impact could there be on people experiencing social deprivation.	
Social deprivation:	Trees are likely to be planted across all areas of the borough, with a particular focus on supporting efforts to improve the open space and the public environment in areas of social deprivation. The Nursery project will include working with apprentices which may also support people living in areas of deprivation.

What engagement or consultation has been carried out?	Several forms of general consultation have been carried out in relation to the wider Climate and Environmental programme, all led to feedback regarding Trees, none of which raised equality concerns relating to this. More targeted consultation will need to be carried out to ensure engagement and scheme design are inclusive.
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<p>What could reduce any adverse impact on these groups?</p>	<p>Efforts will be made to widely publicise the scheme to ensure all residents are able to access it, with additional effort will be made to reach people with protected characteristics and harder to reach groups.</p>
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Action Plan

<p>Activity</p>	<p>Outcome</p>	<p>Timeframe</p>	<p>Person responsible</p>
<p>Targeted consultation with representatives of protected groups</p>	<p>Ensure scheme is accessible to all and takes opportunities to further equalities objectives.</p>	<p>August – September</p>	<p>Head of Direct Services</p>

<p>Lead Officer:</p>	<p>Jason Light</p>
<p>Manager:</p>	<p>Sarah King</p>
<p>Date completed;</p>	<p>1 July 2020</p>