

Equality Impact Assessment (EqIA)

Title of EqIA:	Draft Tree Strategy
Brief description of the Proposal:	<p>An overarching approach to provide a framework to underpin the Council's technical and policy documents relating to trees and to set out the key principles for the management of trees, incorporating its commitment to plant 160,000 new trees by 2030.</p> <p>The draft tree Strategy seeks to underpin the Council's other documents and activities related to trees so that they can be considered in a joined-up way which will help to deliver more enhanced, co-ordinated action regarding trees. This will lead to more benefits that trees can provide to people, nature and the climate.</p>

Assessment:

It is considered that the implications of the draft Tree Strategy may have potential negative impacts for groups with a Disability with regards to accessibility at some new tree planting sites. With appropriate planning however, these can be mitigated, on sites which are appropriate.

The draft Tree Strategy does not have any negative implications for areas of Social Deprivation however ensuring that all neighbourhoods gain from tree planting will also allow these areas to share in their benefits.

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.

<p>Age:</p>	<p>The Strategy is unlikely to have a specific impact on this characteristic group.</p> <p>Efforts will however be made to maximise health and wellbeing benefits relating to planting initiatives as these are developed.</p>
<p>Disability:</p>	<p>Depending on where new tree planting is undertaken, there could be a potential impact on the site/areas not being accessible, in particular, for those with a disability.</p> <p>All new tree planting should seek to have multiple benefits for people, nature and climate and so wherever possible, new tree planting sites should be made accessible to all.</p> <p>There may however be some locations where this is not possible – and prior to the identification of sites (to be undertaken as part of subsequent, detailed Nursery Action Planning / work programme), this cannot be confirmed at this stage.</p> <p>Accessibility will also be particularly important when trees are sponsored and/or adopted (for example in memory of a friend/relative).</p> <p>Trees planted in town centres should also not impede accessibility.</p> <p>There may also be a barrier for people within this group with regards to potential future group and home planting initiatives.</p> <p>There is however likely to be positive impact on physical and mental well-being as trees can help to create a pleasant environment and positive perception of place.</p>
<p>Gender:</p>	<p>The Strategy is unlikely to have a specific impact on this characteristic group.</p>

Gender reassignment:

The Strategy is unlikely to have a specific impact on this characteristic group.

<p>Pregnancy and Maternity:</p>	<p>The Strategy is unlikely to have a specific impact on this characteristic group.</p>
<p>Race:</p>	<p>As was identified and reported in the Tree Nursery Report EqIA to Cabinet on 22 July 2020, the local Gurkha community currently operate an existing community garden. This creates an opportunity to engage with this community and others in developing and implementing the Strategy.</p>
<p>Religion or belief:</p>	<p>The Strategy is unlikely to have a specific impact on this characteristic group.</p>
<p>Sexual Orientation:</p>	<p>The Strategy is unlikely to have a specific impact on this characteristic group.</p>
<p>Marriage and civil partnership:</p>	<p>The Strategy is unlikely to have a specific impact on this characteristic group.</p>
<p>Non statutory considerations: Please highlight what impact could there be on people experiencing social deprivation.</p>	
<p>Social deprivation:</p>	<p>Some research shows that areas of deprivation experience poorer quality environments (for example increased noise, increased pollution and poorer quality (and amount/accessibility) to greenspace).</p> <p>The Strategy provides an opportunity to ensure that the benefit of trees is equal, if not greater in neighbourhoods experiencing deprivation.</p> <p>As was also identified and reported in the Tree Nursery Report EqIA to Cabinet on 22 July 2020, the nursery project (as part of</p>

	<p>the Strategy) will also include working with apprentices which may also support people living in areas of deprivation.</p>
<p>What engagement or consultation has been carried out?</p>	<p>Internal engagement has been undertaken, and comments incorporated from the;</p> <p>Executive Head for Neighbourhood Services; Executive Head for Environment; Strategic Planning Manager; Climate Change Manager; Local Area Managers; Tree Officer; Senior Communications Officer; Senior Business Planning Officer (Local Plan); Countryside Manager - and Officers within the; Ecology Team; and Urban Design Team.</p> <p>Currently there has been no public consultation on the draft Tree Strategy.</p> <p>It will also be suggested to Policy and Performance Scrutiny Panel on 13 January 2022 that public consultation is not required to adopt the draft Tree Strategy as it supports decisions already in the public domain (e.g. the Cabinet decision to create a tree nursery), it is not a technical or operational policy document and the Trees and Development SPD has recently been out to consultation.</p> <p>Furthermore, the draft Biodiversity Strategy, which also links to trees, following a decision by Cabinet on 9 December 2021, is anticipated to go out for public consultation shortly.</p> <p>As was also reported in the Tree Nursery Report EqIA to Cabinet on 22 July 2020, several forms of general consultation relating to trees have also been carried out as part of the wider Climate and Environmental programme. It was noted that no further equality concerns were raised.</p>
<p>What could reduce any adverse impact on</p>	<p>For Disability:</p>

these groups?

Ensure that accessibility issues are taken into consideration during the identification and planning for new tree planting sites/areas, as appropriate.

Consideration will be made to ensure that people in this protected group are able to fully participate in potential future group and home planting initiatives.

These actions will seek to advance equality of opportunity and foster good relations between people this characteristic and those who do not share it.

For Social deprivation:

The Strategy provides an opportunity to ensure that the benefit of trees is equal, if not greater in neighbourhoods experiencing deprivation.

As was also reported in the Tree Nursery Report EqIA to Cabinet on 22 July 2020, efforts will also be made to widely publicise planting schemes to ensure all residents are able to access them and ensure they are inclusive.

Activity	Outcome	Timeframe	Person responsible
Ensure tree planting areas are accessible to all, where possible	To allow all users to enjoy the trees and continue to be able to easily access local centres	To be determined, to be developed within detailed Nursery Action Plan and onward work programme	To be determined, although this Strategy will be led and owned by the Neighbourhood Services Executive
Ensuring all neighbourhoods gain from tree planting	All areas, including areas of greater social deprivation share from the benefits of tree planting	To be determined, to be developed within detailed Nursery Action Plan and onward work programme	To be determined, although this Strategy will be led and owned by the Neighbourhood Services Executive
Ensure all public and group tree planting events are well publicised and inclusive for all	All users are able to participate in tree planting events as desired	To be determined, to be developed within detailed Nursery Action Plan and onward work programme	To be determined, although this Strategy will be led and owned by the Neighbourhood Services Executive

Lead Officer:	Mike Culver, Senior Strategy Development Specialist (Environment)
Manager:	Diccon Bright, Strategic Planning Manager
Corporate Director:	Natalie Wigman [sign-off tbc]
Date completed:	16/12/21