

# EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

For support with completing this Equality Analysis please contact [corporate.core@bury.gov.uk](mailto:corporate.core@bury.gov.uk) / 0161 253 6592

<b>SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY</b>	
Refer to Equality Analysis guidance page 4	
1.1 Name of policy/ project/ decision	<b>The Local Authority Biodiversity Duty: First considerations requirement</b>
1.2 Lead for policy/ project/ decision	<b>Cris Logue</b>
1.3 Committee/Board signing off policy/ project/ decision	<b>Cabinet</b>
1.4 Author of Equality Analysis	<i>Name: Sophie Bleasdale Role: Planning Officer Contact details: <a href="mailto:s.bleasdale@bury.gov.uk">s.bleasdale@bury.gov.uk</a></i>
1.5 Date EA completed	<i>06/09/2023</i>
1.6 Quality Assurance	<i>Name: Chris Wilkinson Role: Unit Manager – Planning Projects and Environment Contact details: <a href="mailto:c.m.wilkinson@bury.gov.uk">c.m.wilkinson@bury.gov.uk</a> Comments:</i>
1.7 Date QA completed	<i>01/12/2023</i>
1.8 Departmental recording	<i>Reference: Date:</i>
1.9 Next review date	

<b>SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT</b>	
Refer to Equality Analysis guidance page 5	
2.1 Detail of policy/ decision being sought	In response to the government’s requirement that Local Authorities make a ‘first consideration’ of their biodiversity duty by 1 <sup>st</sup> January 2024, it is proposed that the Council publishes a draft Biodiversity Strategy. The scope of the Strategy is the current state of biodiversity in Bury and the potential actions that we could take to conserve and enhance it. The strategy will clarify to the Council, the community and its partners, the priorities for Bury and how we can deliver them. Given the interrelationships involved, the Biodiversity Strategy needs to be a corporate document as well as engaging the wider community. Without action, pressure from urban development, intensive land management practices, human

	disturbance, introduced diseases, invasive non-native species and climate change can be expected to further exacerbate the decline of the UK's biodiversity over the coming decades.
<b>2.2</b> What are the intended outcomes of this?	<p>The Biodiversity Strategy seeks to achieve the following outcomes:</p> <ul style="list-style-type: none"> <li>• Meet our biodiversity duty by undertaking a first consideration of what we can do in Bury to conserve and enhance biodiversity;</li> <li>• Set out current state of biodiversity in Bury;</li> <li>• Explore potential actions that we could take to conserve and enhance biodiversity in the borough; and</li> <li>• Clarify to the Council, the community and its partners, the biodiversity objectives for Bury and how we can deliver them.</li> </ul>

<b>SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY &amp; HUMAN RIGHTS</b>		
Refer to Equality Analysis guidance pages 5-8 and 11		
Please outline the relevance of the activity/ policy to the Public Sector Equality Duty		
<b>General Public Sector Equality Duties</b>	<b>Relevance (Yes/No)</b>	<b>Rationale behind relevance decision</b>
<b>3.1</b> To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	<b>No</b>	The aim of the Bury Biodiversity strategy is to satisfy our biodiversity duty. The Bury Biodiversity Strategy will not be able to eliminate unlawful discrimination, harassment and other conduct.
<b>3.2</b> To advance equality of opportunity between people who share a protected characteristic and those who do not.	<b>Yes</b>	The Bury Biodiversity Strategy will encourage people to consider what they can do to conserve biodiversity. Empowering and engaging the community in biodiversity conservation and encouraging them to think about what action they can take to protect and enhance biodiversity, and get involved, could help to advance equality of opportunities to experience nature and get involved in biodiversity conservation.
<b>3.3</b> To foster good relations between people who share a protected characteristic and those who do not	<b>No</b>	The aim of the Bury Biodiversity strategy is to satisfy our biodiversity duty. The Bury Biodiversity Strategy will not foster relations itself.
<b>3.4</b> Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.		
None of the 15 articles stated in the Human Rights Act 1998 are expected to be negatively affected by the Bury Biodiversity Strategy. In fact, the Strategy produces positive affects in relation to the HRA 1998, including: <ul style="list-style-type: none"> <li>• Improving awareness of the need to conserve and enhance biodiversity, and the issues faced in the borough; and</li> <li>• By encouraging more thoughtfulness around our enjoyment of the environment, interaction with nature and the key role that biodiversity plays in our food sources, air quality, health, and sense of place.</li> </ul>		

## SECTION 4 – EQUALITIES DATA

Refer to Equality Analysis guidance page 8

Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
4.1 Age	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	Bury has a slightly higher proportion of those over 65 and slightly less between 16 – 64. The neighbourhoods of Bury North, Whitefield and Bury West have higher proportions of over 40 age groups than overall Bury figures. Bury East has higher proportions of the under 40s.	
4.2 Disability	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	All neighbourhoods except Bury North have significant areas with high concentrations of Bury residents living with long term conditions or disability.	
4.3 Gender	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	Bury's demographics are similar to GM-wide; gender is split more or less evenly between male and females. Female life expectancy is consistently above male life expectancy	
4.4 Pregnancy or Maternity	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit	Bury's demographics are similar to GM-wide; it is estimated that 2.46% of the female population had a live birth. This is slightly higher than the England average of 2.21%.	

	from the outcomes set out in section 2.2		
<b>4.5 Race</b>	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	Bury's BAME population is around 10.8%. Bury East neighbourhood has by far the highest percentage of BAME residents at 23%. Prestwich is next highest with 14%	
<b>4.6 Religion and belief</b>	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	The majority of Bury's residents are Christian at 52%; 30% recorded no religion; 17% are Muslim and 13% are Jewish	
<b>4.7 Sexual Orientation</b>	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	LGB estimates for Bury are 3.1% which is slightly less than the GM average of 3.6%	
<b>4.8 Marriage or Civil Partnership</b>	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	In England, marriage rates have fallen to 21.2 per 1,000 (2017). Less than a quarter were religious ceremonies and there were. 2.8% of these marriages were between same-sex couples	Data is not available at Bury or GM scale
<b>4.9 Gender Reassignment</b>	Outcomes of this Biodiversity Strategy are not against any	Data is not available at Bury or GM scale	Data is not available at Bury or GM scale

	particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2		
<b>4.10 Carers</b>	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	It is estimated that 20,000 people in Bury are carers, supporting their friends and family. 88% of adults with a learning disability live in their own home or with their family.	
<b>4.11 Looked After Children and Care Leavers</b>	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	362 children cared for by Bury Local Authority (19/20)	
<b>4.12 Armed Forces personnel including veterans</b>	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.2	Data is not available at Bury or GM scale	Data is not available at Bury or GM scale
<b>4.13 Socio-economically vulnerable</b>	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit	2% of residents in Bury currently live-in fuel poverty. Wards vary greatly in terms of deprivation with some areas suffering considerably more than others.	

	from the outcomes set out in section 2.2		
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## SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

Refer to Equality Analysis guidance page 8 and 9

	Internal Stakeholders	External Stakeholders
<b>5.1</b> Identify stakeholders	Workforce, Executive Team, Elected Members, internal service users	Residents, external service users, neighbouring Councils, GMCA, local businesses, the wider community and volunteers
<b>5.2</b> Engagement undertaken	Multiple departments engaged with (including environmental health, climate action, asset management, parks and recreation and strategic projects) regarding different sections of the Strategy. Public consultation on the Strategy has been proposed following Cabinet approval to consult. Final Strategy will then be updated and taken to Cabinet for adoption.	Full 6-week public consultation to take place in January-February 2024. Engagement will consist of a combination of a digital questionnaire and social media posts.
<b>5.3</b> Outcomes of engagement	Comments and data provided by departments have been considered and incorporated in the Strategy. Changes to actions have included alterations to actions to make improve tangibility, accuracy and effectiveness as well as suggestions of actions that were not previously considered. Strategy is yet to be presented to Cabinet. There will be further opportunity for comments during consultation.	Feedback on consultation will be given once the consultation is concluded. The strategy will be updated following the consultation and presented back to Cabinet for adoption.
<b>5.4</b> Outstanding actions following engagement (include in Section 8 log)	To follow up on decision made.	As above. Once the consultation has taken place, further updates to the Strategy will be considered ahead of adoption.

## SECTION 6 – CONCLUSION OF IMPACT

Refer to Equality Analysis guidance page 9

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
<b>6.1</b> Age	Neutral	
<b>6.2</b> Disability	Neutral	
<b>6.3</b> Gender	Neutral	

<b>6.4</b> Pregnancy or Maternity	Neutral	
<b>6.5</b> Race	Neutral	
<b>6.6</b> Religion and belief	Neutral	
<b>6.7</b> Sexual Orientation	Neutral	
<b>6.8</b> Marriage or Civil Partnership	Neutral	
<b>6.9</b> Gender Reassignment	Neutral	
<b>6.10</b> Carers	Neutral	
<b>6.11</b> Looked After Children and Care Leavers	Neutral	
<b>6.12</b> Armed Forces personnel including veterans	Neutral	
<b>6.13</b> Socio-economically vulnerable	Neutral	
<b>6.14 Overall impact -</b> What will the likely overall effect of your activity be on equality, including consideration on intersectionality?	Neutral. Potential impacts will be considered during the Consultation. Mitigative measures will be sought out where possible and actively encouraged where feasible.	

<b>SECTION 7 – ACTION LOG</b>			
Refer to Equality Analysis guidance page 10			
Action Identified	Lead	Due Date	Comments and Sign off (when complete)
<b>7.1</b> Actions to address gaps identified in section 4			
No current action required 1/12/23			
<b>7.2</b> Actions to address gaps identified in section 5			
No current action required 1/12/23			
<b>7.3</b> Mitigations to address negative impacts identified in section 6			
No current action required 1/12/23			
<b>7.4</b> Opportunities to further inclusion (equality, diversity and human rights ) including to advance opportunities and engagements across protected characteristics			
Consider responses from consultation and amend strategy where there are opportunities to advance opportunities for protected characteristics.	CW	December 2023	


<b>SECTION 8 - REVIEW</b>			
Refer to Equality Analysis guidance page 10			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
Biodiversity Strategy consultation ends	CW	Spring 2024	
Comments and changes incorporated into biodiversity strategy	CW	TBC	
Biodiversity Strategy re-submission to Cabinet	CW	TBC	
Biodiversity Strategy Review	CW	TBC	

**Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.**

<b>SECTION 9 – QUALITY ASSURANCE</b>		
Refer to Equality Analysis guidance page x		
Consideration	Yes/No	Rationale and details of further actions required
Have all section been completed fully?	Yes	
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?	Yes	
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon	Yes	
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon	Yes	
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?	Yes	



Have clear and robust reviewing arrangements been set out?	Yes	
Are there any further comments to be made in relation to this EA	No	