

## Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

### Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Bury Biodiversity Strategy
Lead Officer (SRO or Assistant Director/Director)	Crispian Logue
Department/Team	Strategic Planning and Infrastructure, Department of Business Growth and Infrastructure
Proposed Implementation Date	25 <sup>th</sup> September 2024
Author of the EqIA	Sophie Bleasdale
Date of the EqIA	27/08/2024

<p><b>1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?</b></p> <p>The government requires public bodies to meet their duty to conserve and enhance biodiversity. This means that, as a public authority, Bury Council must:</p> <ul style="list-style-type: none"> <li>▪ Consider what we can do to conserve and enhance biodiversity;</li> <li>▪ Agree objectives and policies based on consideration of the duty; and</li> <li>▪ Act to deliver our policies and achieve our objectives.</li> </ul> <p>The first draft of the Strategy was approved for consultation in early 2024 and it is now proposed that the Council adopts the final Biodiversity Strategy. The purpose of the strategy is to outline 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.</p> <p>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.</p>
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**Section 2 – Impact Assessment** (Pages 6 to 10 of the guidance document)

<b>2.1 Who could the proposed policy/project/decision likely have an impact on?</b>
Employees: <b>Yes/No</b> (state reasons for answering 'no') Community/Residents: <b>Yes/No</b> (state reasons for answering 'no') Third parties such as suppliers, providers and voluntary organisations: <b>Yes/No</b> (state reasons for answering 'no')
If the answer to all three questions is 'no' there is no need to continue with this analysis.
<b>2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation</b>
<b>Documentary Evidence:</b> Appendix A – Biodiversity Strategy
<b>Data:</b> n/a
<b>Stakeholder information/consultation:</b> Appendix B– Consultation Summary Report including Schedule of Changes.
<b>2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.</b>

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups? **No**
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic? **No**
- Could the proposal affect the usage or experience of a service because of a protected characteristic? **No**
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal? **No**
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation? **No**
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)? **No**
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council? **No**

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
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 2.3		n/a	Neutral
Disability	Outcomes of this Biodiversity Strategy are not against any particular characteristics and		n/a	Neutral

	all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.3			
Gender Reassignment	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 2.3		n/a	Neutral
Marriage and Civil Partnership	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 2.3		n/a	Neutral
Pregnancy and Maternity	Outcomes of this Biodiversity Strategy are not against any		n/a	Neutral

	particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes set out in section 2.3			
Race	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 2.3		n/a	Neutral
Religion and Belief	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 2.3		n/a	Neutral

Sex	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 2.3		n/a	Neutral
Sexual Orientation	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 2.3		n/a	Neutral
Carers	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be unaffected or benefit from the outcomes		n/a	Neutral

	set out in section 2.3			
Looked After Children and Care Leavers	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 2.3		n/a	Neutral
Socio-economically vulnerable	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 2.3		n/a	Neutral
Veterans	Outcomes of this Biodiversity Strategy are not against any particular characteristics and all characteristics are expected to be		n/a	Neutral

	unaffected or benefit from the outcomes set out in section 2.3			
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Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date
No current action required 02/09/24			

### Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

#### 3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0



Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	0
3.3 Reasons for risk level calculation	Outcomes of this Biodiversity Strategy are expected to impact risk to people or organisations. The Public and organisations are expected to benefit from the adoption of the strategy.

**Section 4 - Analysis Decision** (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	X	
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

**Section 5 – Sign Off and Revisions** (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager			
Responsible Asst. Director/Director			
EDI			

**EqIA Revision Log**

5.2 Revision Date	Revision By	Revision Details
