

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	The Greater Manchester Local Nature Recovery Strategy
Lead Officer (SRO or Assistant Director/Director)	David Wiggins
Department/Team	Strategic Planning and Infrastructure
Proposed Implementation Date	June 2025
Author of the EqlA	Sophie Tinsley
Date of the EqlA	05.06.25

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
<p>Nature and biodiversity are in decline across England. Locally, and in recognition of this, the GMCA declared a biodiversity emergency in March 2022. Nationally, the government introduced legislation under the Environment Act 2021 to put in place measures to support the reversal of this decline. This includes a new mandatory requirement for local areas in England to establish Local Nature Recovery Strategies (LNRSs).</p> <p>The purpose of the intended decision is to confirm the Council's support and endorse the Greater Manchester Local Nature Recovery Strategy (GM LNRS) prior to the meeting at which the GM Mayor will be asked to approve the document.</p> <p>The purpose of the GM Local Nature Recovery Strategy is to bring public, private and voluntary sectors to work more effectively together for nature's recovery and enable collective effort to be focused where it will have the most benefit. The strategy has been prepared following consultation with the ten local authorities (including Bury), stakeholders across the city-region and the community over the past 18 months.</p>

The Greater Manchester Local Nature Recovery Strategy sets out a vision for a greener Greater Manchester, where space for nature to flourish is grown and enhanced, more people can access and enjoy the natural environment, and the many benefits nature brings are increased for everyone – from supporting mental and physical wellbeing to creating leisure space and supporting biodiversity.

The strategy is aimed at encouraging all organisations, communities and residents to take action to support nature's recovery. It will be of particular importance for landowners and, once adopted, will incentivise investment through Biodiversity Net Gain and environmental land management schemes.

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?

Employees: **No (state reasons for answering 'no')** The GM Local Nature Recovery Strategy will not affect any employees based on a protected characteristic(s) they have. Staff will be guided in their work, in line with national guidance and the council's strategic aims, enabling them to provide the public with the best possible level of service.

Community/Residents: **Yes (state reasons for answering 'no')** The outcome for the Community/Residents is that communities will be encouraged to take action to support nature recovery in their local areas. This will not affect any the community or residents based on a protected characteristic(s) they have.

Third parties such as suppliers, providers and voluntary organisations: **No (state reasons for answering 'no')**
Any effects it has on the wider community is likely to be beneficial through the more careful and detailed consideration applicants will give towards nature recovery in the borough.

If the answer to all three questions is 'no' there is no need to continue with this analysis.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

[Public Consultation Report - GMCA Response to the Public Consultation.pdf](#)

Data:

GMCA have also carried out their own [EQIA process](#) which has established that there will be no negative impacts on the following characteristics:

- Age;
- Disability;
- Sex;
- Race;
- Religion and belief;
- Sexual orientation;
- Gender reassignment;
- Pregnancy and maternity;
- Marriage and civil partnership; and
- Socio economic disadvantage.

Through their assessment, they have identified a number of actions to monitor the impact including:

1. Use findings from the EIA to target further engagement work during the implementation of the strategy
2. Produce alternative format materials and accessible material for the GM Local Nature Recovery Strategy as and when the need arises
3. Utilise communications and engagement networks of
4. Greater Manchester system – including local councils, VCFSE and partner organisations

Stakeholder information/consultation:

A wide range of staff groups, boards and committees have been informed about the strategy during its development the development of the strategy. A public survey, alongside dedicated engagement sessions for key groups, took place in spring 2024 to further consult and involve a wider group of stakeholders on priorities for the strategy. The GMCA received just over 800 responses to this survey.

A formal public consultation on the strategy was undertaken from November 2024 to January 2025 and received 427 responses

The SPD was subject to a six-week public consultation running from 31st January to Friday 14th March 2025.

Full consideration has been given to all the responses received as part of the consultation exercise. The consideration of these comments has led to the conclusion that the GM LNRS would benefit from a small number of minor changes prior to it being formally adopted. The outcomes from the public engagement have been set out within the Consultation Statement.

Ongoing dialogue has been carried out with internal officers throughout the preparation process for the GM LNRS and no issues concerning equality and community cohesion have been raised as a result of these consultations.

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.

- 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	<p>Different age groups have different access to greenspace, meaning that the health and wellbeing benefits are unequal, particularly in urban areas.</p> <p><u>Positive impacts</u></p> <p>This strategy encourages increased access to green</p>			Neutral

	<p>space across the city-region, this should help to reduce inequalities in access to greenspace across a range of different age groups.</p> <p><u>Negative impacts</u> There are no identifiable negative impacts for different age groups</p>			
Disability	<p>Accessibility of different types of greenspaces can vary considerably depending on types of impairment. There can be physical, social/attitudinal barriers to accessing greenspaces. Greenspaces are good for you and can in some cases help improve our health and wellbeing.</p> <p><u>Positive</u> This strategy encourages increased access to green space across the city-region. Given the physical and mental health benefits of access to nature, this should have a generally positive knock on impact for people who are disabled.</p> <p><u>Negative impacts</u></p>			Neutral

	There are no identifiable negative impacts for different age groups.			
Gender Reassignment		There is no evidence that there will be a differential impact based on gender reassignment.		Neutral
Marriage and Civil Partnership		There is no evidence that there will be a differential impact based on marital or civil partnership status.		Neutral
Pregnancy and Maternity		There is no evidence that there will be a differential impact based on pregnancy or maternity status.		Neutral
Race	<p>Access to greenspace is unequal in Greater Manchester. GMCA analysis estimates that:</p> <ul style="list-style-type: none"> • approximately 40% of communities experiencing racial inequalities live in the most green-space deprived areas of Greater Manchester • 64% of communities experiencing racial inequalities live in areas with a below median amount of green spaces per capita compared to 			Neutral

	<p>51% of white ethnic population.</p> <p>This means that the health and well-being benefits from urban green and blue spaces are not shared equally amongst the population.</p> <p><u>Positive impacts</u> This strategy encourages increased access to green space across the city-region and therefore should help to reduce inequalities in access to greenspace in some of our least green areas.</p> <p><u>Negative impacts</u> There are no identified adverse impacts on people from different ethnic groups</p>			
Religion and Belief		There is no evidence that there will be a differential impact based on Religion on Belief.		Neutral
Sex		There is no evidence that there will be a differential impact based on the sex of a person.		Neutral
Sexual Orientation		There is no evidence that there will be a differential impact based on the sex orientation of a person.		Neutral

Carers		There is no evidence that there will be a differential impact on carers.		Neutral
Looked After Children and Care Leavers		There is no evidence that there will be a differential impact on looked after children and care leavers.		Neutral
Socio-economically vulnerable	<p>Research by the GHIA¹ project found that in Greater Manchester people with high incomes tend to live in greener places. The project found that GM neighbourhoods with the least compared to the most affluent older residents have:</p> <ul style="list-style-type: none"> • lower proportion of green and blue cover, • less tree canopy cover, • smaller gardens, • markedly less public incidental /amenity space, • only slightly smaller parks and public recreation areas but with lower green and blue cover. <p><u>Positive impacts:</u> The LNRS encourages increased access to green</p>			Positive

¹ https://ghia.org.uk/wp-content/uploads/2020/01/ghia_report_online_lores.pdf

	space across the city-region, this should help to reduce inequalities in access to greenspace. The need for better access to greenspace for deprived communities with low existing green cover is highlighted in the strategy. <u>Negative impacts:</u> The strategy has no known adverse impacts on deprived communities.			
Veterans		There is no evidence that there will be a differential impact on Veterans.		Neutral

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date

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
------------	-------------	------------------	---------------------	--------------------

3.2 Level of risk identified	No Risk – 0
3.3 Reasons for risk level calculation	Equalities impacts identified are all positive or will not affect other groups of people with protected characteristics. The recovery of nature in the borough will benefit groups with protected characteristics including age, socio-economic vulnerability, race and disability. Other groups with protected characteristics will not be negatively impacted by the SPD.

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	The GM LNRS will encourage all organisations, communities and residents to take action to support

		nature's recovery and in doing so, will improve the benefits nature brings.
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	David Wiggins	05.06.25	
Responsible Asst. Director/Director	Cris Logue	05.06.25	
EDI	Lee Cawley	11.06.25	QA Complete: The analysis has been completed alongside a GM wide analysis. It is anticipated there will be only positive impacts for any characteristics or circumstances that are impacted by this activity

EqlA Revision Log

5.2 Revision Date	Revision By	Revision Details