

Equality Impact Assessment: Conversation Screening Tool

The Council is legally required by the Equality Act 2010 to evidence how it has considered its equality duties in its decision-making process.

The Council must have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to -

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

A link to the full text of [s149 of the Equality Act 2010](#) which must be considered when making decisions.

1	What is being reviewed?	Reporting on BCP Council's statutory duty to biodiversity and bringing forward a vehicle for financing nature and improve habitats.
2	What changes are being made?	Strategic delivery of improvements to green spaces for nature and to enable access for people. Improved monitoring and evaluation of nature, people's access and understanding trends and impact of improvements. Creation of a mechanism to secure funds from developers to improve the quality of habitats
3	Service Unit:	Environment
4	Participants in the conversation:	BCP green spaces team: Strategic Lead Greenspace development manager Countryside area managers
5	Conversation date/s:	Through the development and writing of the work that is feeding in to two cabinet reports in December 2025.
6	Do you know your current or potential client base? Who are the key stakeholders?	<p>The potential client base is extensive as anyone can access our public open spaces, be in contact with nature and benefit from increased nature.</p> <p>Key BCP stats from Consultation dashboard:</p> <ul style="list-style-type: none"> • BCP population 409,000 people • 18% ethnic minority backgrounds • 16,132 Ha in size, 19% of which is covered by trees • 4.2% expected population growth by 2032 • 10.3 million visitors pa (2022) <p>It is understood that not everyone feels able to engage with nature, and people or organisation's may not understand what their role is, or what they can do to enable nature recovery. Having peers, role models and lived experience in accessing nature and new spaces is important.</p>

7	<p>Do different groups have different needs or experiences?</p> <p>age (young/old), disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, members of the armed forces community, any other factors/groups e.g. socioeconomic status, carers, human rights.</p>	<p>We have considered all protected characteristics and have identified no differences in needs or experiences. Project specific EIA's will be developed as changes to land areas, access of opportunities come forward from the nature recovery work.</p>
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Impacts on who or what?	Choose impact	How
Age	Positive Impact	There will be a positive impact on old people, children and young people as the aim of implementing this work looks to improve nature across BCP, and wider Dorset County, which also brings benefits for people. A healthy natural environment gives us what we need to survive, from clean air and water, to flood protection and carbon storage, as well as beautiful outdoor places to enjoy.
Disability	Positive Impact	Implementing this work seeks to improve nature across the county, including accessibility to nature spaces and increasing accessible opportunities for people to get involved in nature recovery activities. Mental and physical health benefits can be expected from increased nature recovery areas and accessibility.
Gender reassignment and Gender Identity	Neutral Impact	Having considered, we don't believe there will any impact on this protected characteristic group
Marriage or civil partnership	Neutral Impact	Having considered, we don't believe there will any impact on this protected characteristic group
Pregnancy and maternity	Neutral Impact	Having considered, we don't believe there will any impact on this protected characteristic group
Race and Ethnicity	Neutral Impact	Having considered, we don't believe there will any impact on this protected characteristic group
Religion and belief	Neutral Impact	Having considered, we don't believe there will any impact on this protected characteristic group
Sex (consider men and women)	Neutral Impact	Having considered, we don't believe there will any impact on this protected characteristic group

Impacts on who or what?	Choose impact	How
Sexual orientation	Neutral Impact	Having considered, we don't believe there will any impact on this protected characteristic group
People with caring responsibilities	Positive Impact	Implementing the strategy looks to improve nature across BCP, including accessibility to nature spaces which may benefit people with caring responsibilities.
Socio-economic deprivation	Positive Impact	Implementation of this strategy will include more opportunities for people to get involved in nature recovery and connect with nature.
Single parents	Neutral Impact	Having considered, we don't believe there will any impact on this protected group
Armed forces communities	Neutral Impact	Having considered, we don't believe there will any impact on this protected group

8	Will this change affect any service users?	Not negatively, only positive impacts from nature recovery and enabling greater access to nature.
9	n/a	
10	What are the benefits or positive equality impacts of the change on current or potential users?	<p>This work aims to create nature that is bigger, better and more joined up. This will benefit the environment, food production, all our natural systems and human health. There are also huge health and well-being benefits from time spent in nature.</p> <p>This work will monitor our nature, key trends and species that are identifiable. It will encourage citizen science and informal enjoyment of nature. It will encourage people to do more for nature in their own spaces, or locally in someone else's.</p> <p>BCP will meet its statutory duties, we will be actively delivering for nature and communities.</p>
11	What are the negative impacts of the change on current or potential users?	None identified.
12	Will the change affect employees?	No
13	Will the change affect the wider community?	Yes, as above through nature connectedness and strategy delivery.
14	What mitigating actions are planned or already in place for those negatively affected by this change?	<p>We are setting up a local nature delivery group, we will create citizen science and other means for local participation.</p> <p>A residents urban nature forum will seek local input from a broad range of representative stakeholders, individuals and organisations.</p>

15	<p>Summary of Equality Implications:</p>	<p>The two cabinet reports related to financing Nature and the Statutory reporting of biodiversity are promoting and committing BCP Council to clear Biodiversity outputs, delivery and governance, seeking ways to innovate, improve and support our residents and communities in accessing and supporting nature.</p> <p>A forward plan of nature recovery delivery work will create more ways to engage with and seek support from local organisations and individuals through new forums and platforms.</p> <p>Equality considerations show that while everyone in theory can have access to nature, we know there are barriers, and work is required to understand how to remove those and develop opportunities for more diverse groups to support this work, be more involved in decision making and realise the benefits from time in green spaces and nature.</p>
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