

Equality Impact Assessment Form

Part 1: Screening

Name of Strategy/Policy/Project/Function:

Banstead Woods and Chipstead Downs
Local Nature Reserve

Completing Officer's Name:

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Date Completed:

1 March 2017

Please send a copy of the completed form to the Equalities Group at equalities@reigate-banstead.gov.uk.

Section One: Identify Your Aims and Objectives

The purpose of an Equality Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This method is used to ensure that individuals and teams consider the likely impact of their work on residents and take action to improve strategies, procedures, projects and functions where necessary.

What is the main purpose of this strategy?

The main purpose is to enable Banstead Woods and Chipstead Downs to be declared as a Local Nature Reserve (LNR).

List the main activities & objectives or main policy areas of this strategy

Reigate & Banstead Borough Council and Surrey County Council are working in partnership as the land owners to ensure that delicate wildlife habitats and important landscapes are preserved (in line with national policy on biodiversity and with the stated aims of the Council's own Core Strategy), whilst simultaneously encouraging the use of the area for recreation and enjoyment of nature (in line with the aims of Council's own Corporate Five Year Plan).

The declaration of a Local Nature Reserve allows specific and agreed management (set out in a management plan) to be undertaken to achieve this outcome.

Who are the main beneficiaries of this strategy?

The main beneficiaries will be local people and those from further afield who can access the site for recreation and enjoyment of green open spaces and also for enjoyment of nature and wildlife, including educational opportunities for children.

The precious habitats and landscape features will be protected from the impacts of visitor numbers.

In what way are the main beneficiaries affected by this strategy?

Management of the site will allow for its upkeep and maintenance, and the protection of its wildlife and biodiversity assets.

Section Two: Consider Data and Research

Exploring available data and conducting research will help to give an indication as to what impact the strategy will have on equality and diversity.

Where data is limited or unavailable, managers should identify this as a limitation and identify ways to overcome this. This may include contacting specialist or other external organisations, or by conducting further research of existing regional and national data.

What data is available to help direct the EIA?

- The Greenspaces Team will hold information on site visitors.
- The Planning Policy Team carries out a range of studies, including in regard to open spaces and green infrastructure. Some of this work is still ongoing.
- 2011 borough survey – revealed that open space and access to nature featured in the top 10 list of features making somewhere a good place to live.
- We have GIS mapping that could be used to assess the range of access from people's homes to the site, and from public transport hubs.
- There is nationally a growing body of research regarding the universal benefits of open green space and access to wildlife and nature; including the benefits for physical and also mental health that access to green space can bring.
- There is also a range of national research into the contribution of green space to air quality, and mitigation of climate change, benefitting all.
- A variety of local groups use the site, including scouts, schools, wildlife groups, and volunteers, and each of these may have information about how they use and benefit from the site. The Downlands Partnership (now the Surrey Countryside Partnership), which has been involved in managing the site may have relevant data.

Are there any gaps in data that may require further research or consultation?

None identified.

Section Three: Assess The Impact on Equality Target Groups

Assess where you think the strategy could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the strategy could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.

Consider the following:

- *Publicity, including design, distribution and accessible communications issues*

- Physical access
- Location, geography
- Poverty, deprivation and social exclusion issues
- Employment
- Safety
- Direct discrimination: does the strategy intentionally exclude a particular equality group? If so, is this exclusion justified? Are the strategy and its outcomes likely to be equally accessed by all (are there barriers that might inhibit access to the service for some people)?

Lack of data may make completing this section difficult, but is not be a reason to halt the process. Please continue to complete this form.

Completing the table below will predict the likely impact on the target groups. You are not required to complete each box, only those that are relevant. Relevant boxes are those where there is a disproportionate or greater impact either way.

		Positive Impact	Neutral	Negative Impact	Reason
Age	Older people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Social and recreational opportunities
	Younger people & children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Recreational and educational opportunities
Disability <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Access to green open space can assist in alleviating physical and mental health issues
	Sensory	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Access to green open space can assist in alleviating physical and mental health issues
	Learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Educational opportunities
	Long-term Health Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	Access to green open space can assist in alleviating physical and mental health issues
Gender	Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Gender reassignment	Trans-men and -women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Marriage and civil partnership	People who are married or in a civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Pregnancy and maternity	Mothers or women who are pregnant	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Race	Asian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

<i>These categories are those used in the 2001 census</i>	Black	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Mixed race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	White	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Chinese	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
	Other racial or ethnic groups (specify)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Religion or belief <i>Consider faith groups individually and collectively</i>	Faith groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	
Sexual orientation	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	

If you have indicated that there is a potential negative impact on any target group, are these Intentional and/or of a High Impact?

Intended? i.e. can be justified in terms of legislation
e.g. concessionary fares older people Yes No

High Impact? i.e. it is or may be discriminatory against one or more groups Yes No

*Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?*

- *If **YES**, a full assessment is required. Please complete the **Equality Impact Assessment Form Part 2: Full Assessment**.*
- *If **NO**, complete the rest of this form. Do not ignore low impacts- these could help you to develop services in the future.*

Section Four: Improvement Planning

It is important to consider any influence that the strategy is having, or could potentially have, on the individual strands of equality. The strategy should be examined for its effectiveness in:

- *Promoting equality*
- *Eliminating discrimination*
- *Achieving equality*

Could negative impacts be removed or minimised? Could positive impacts be improved and if so, how?

Analysis must be undertaken with the strategic objectives of the Council in mind and the questions should reflect legal requirements, the emerging Local Development Framework and population needs.

Use the table below to record how you could minimise or remove any low negative impact or improve the positive impact of the strategy.

Issue	Action
An increase in traffic to the site could possibly create additional congestion or pollution in the vicinity of the car park at certain times during the week, potentially affecting people living close by.	The site would need to be managed to address access to the site.

If there is no evidence that the strategy promotes equality, equal opportunities or improved relations, could it be adapted so that it does? If so, how?

The proposal is generally neutral in terms of equalities amongst sections of the population, with benefits for almost all in terms of access to green open space and wildlife, which is known to positively affect physical and mental health. Opportunities for learning and recreation could promote social interaction and improved relations between sections of the population.

Section Five: Monitoring and Reviewing

What data do you have that monitors the impact of the strategy on protected groups?

Reigate & Banstead Borough Council and Surrey County Council continue to monitor the site for access for all groups and this will be used to update further iterations of the LNR management plan.

How is this data used?

Updates to the management plan, and it may be possible to ensure certain part of the site are more accessible for wheelchair users or people with mobility issues, for example the amphitheatre area.

If there is no data, explain how you intend to continue monitoring the impact of this strategy:

It would be possible to carry out surveys of people using the site, how they accessed it, and whether improvements to information or access could be made.

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