



**Cyfoeth
Naturiol**
Cymru
**Natural
Resources**
Wales

NRW B B 18.15

Equality Impact Assessment (EqIA)

Communities and Regeneration Enabling Plan

Directorate: Knowledge, Strategy and Planning

Assessment date: March 2015

Review Date: April 2017



Noddir gan
Lywodraeth Cymru
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This document should be completed after reading the Quick Start Guide from the Equality and Human Rights Commission

http://www.equalityhumanrights.com/sites/default/files/documents/PSD/equality_impact_assessment_guidance_quick-start_guide.pdf

Further information or guidance within Natural Resources Wales regarding the Welsh Language Scheme can be obtained by going to <https://cyfoethnaturiolcymru.sharepoint.com/en-gb/ourorganisation/Pages/Welsh-Language-Scheme.aspx>

Further information or guidance within Natural Resources Wales can be obtained by contacting equalities@naturalresourceswales.gov.uk

Background

The Equality Act 2010 brought together previous disparate pieces of equality legislation to more effectively tackle disadvantage and discrimination. The Act sets out the following 'protected characteristic' groups: age; disability; gender reassignment; race; religion or belief; sex; sexual orientation; marriage and civil partnership; pregnancy and maternity.

The Equality Act requires due regard is given to advancing equality. This involves:

- removing or minimising disadvantages experienced by people due to their protected characteristic.
- taking steps to meet the needs of people from protected characteristic groups where there are differences with the needs of other people; and
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

Where we formulate new, or amend existing policy it will be in accordance with our Welsh Language Scheme and will consider how the decision can:

- have positive effects on opportunities to use Welsh
- have no detrimental effects on opportunities to use Welsh; and
- ensure that the Welsh language is treated no less favourably than the English language.

Assessment of Impact

An Equality Impact Assessment (EqIA) involves anticipating the consequences of Natural Resources Wales functions and policies on protected characteristic groups and the Welsh Language scheme. They need to make sure that as far as possible any potential adverse impacts are eliminated and that opportunities for maximising opportunities to promote equality are identified.

Reports on assessment must set out:

- the purpose of the policy, plan or project;
- a summary of steps that Natural Resources Wales have taken into account;
- results of the assessment; and
- decisions taken in relation to the results.

The assessment must:

- ensure the policy does not unlawfully discriminate;
- identify the potential for an adverse impact on these groups;
- identify how the policy could better advance equality of opportunity;
- identify how the policy will affect relations between different groups; and
- be monitored for impact on these groups from the start and as part of subsequent reviews.

The actual impact of a new policy will only be known once it has been introduced and implemented. It is therefore crucial that further equality impact assessments are carried out, at key stages of the monitoring process.

Carrying out an Equality Impact Assessment (EqIA) will help us meet our legal duties as well as bringing a number of benefits. It will:

- ensure that our decisions impact in a fair way. Where there is evidence that particular groups will be negatively affected by a decision, action should be taken to address this;
- make our decisions based on evidence. An EqIA provides a clear and structured way to collect, assess and put forward relevant evidence;
- make decision-making more transparent. A process which involves those affected by the policy and which is based on evidence is much more open and transparent. This is more likely to engender trust in decision-makers and in our decisions; and
- provide a platform for partnership working. A good EqIA offers an opportunity for us to work in partnerships with organisations to consider the impact on members of their shared communities and how they might best collaborate and co-ordinate with us.



Stage 1 – Initial Screening

The first stage of conducting an EqlA is to screen the policy, plan or project to determine its relevance to the various equalities issues. This will indicate whether or not a full impact assessment is required and which issues should be considered in it. The protected characteristics that you should consider in completing this screening in addition to the Welsh Language are:

- Age
- Disability
- Gender re-assignment
- Marriage and Civil Partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex (male or female)
- Sexual Orientation

What are the aims of the policy, plan or project?

The Plan provides an overarching direction for Natural resources Wales, supporting coordinated delivery of both our Corporate Plan and Welsh Government priorities for communities and regeneration. It covers the way in which we:

- run our business and enable others to use the land we manage to deliver a range of environmental, economic and social benefits (we manage 7% of the land area of Wales – much of it near to where people live and work: 120,000ha of woodland , 42 National Nature Reserves and 5 Visitor Centres)
- advise and support others to deliver similar wide-ranging benefits for communities across Wales.

The overarching aim of the Plan is that: *Natural resources make a greater contribution to improving the well-being and resilience of communities*

This will contribute to:

- Increased public understanding of and care for natural resources – leading to behaviour change and more sustainable ways of living
- People actively engaging in behaviours which benefit the environment
- Improved social equity and community cohesion
- Increased economic benefits for people and communities – reducing levels of poverty

Working collaboratively with others, we will:

- Be an exemplar public body, promoting and maximising opportunities for enterprise, skills development, and the promotion of well-being through the land we manage and influence, and the way we run our business (*as a public body and land manager*)
- Increase community resilience in relation to the impacts of pollution, flooding and climate

change (*as a regulator*)

- Increase provision of and community involvement in the management of accessible natural green space (*as a facilitator*)
- Champion the contribution of green space and trees as powerful and versatile natural assets which support well-being, local economies and climate change mitigation (*as a facilitator and statutory adviser*)

Our work with communities will be considered within a wider natural resource management framework, where social, environmental and economic benefits are considered and optimised in the round, taking account of local characteristics, needs and issues. Spatial planning will be a crucial element of this approach.

What effects will the policy, plan or project have on people, either internally to Natural Resources Wales or externally?

The Enabling Plan provides a consistent and coherent approach for NRW in delivering community and regeneration benefits, on both land we manage and in partnership with others. There will be no negative effects on stakeholders or staff.

Evidence

Is there any existing evidence of this policy, plan or project being relevant to any equalities issue?

Identify existing sources of information about the operation and outcomes of the work, such as operational feedback (including local monitoring and impact assessments) and other relevant reports/complaints and litigation/relevant research publications etc. Does any of this evidence point towards relevance to any of the equalities issues?

Existing sources of information include the Wales Index of Multiple Deprivation, Welsh Government 'Programme for Government' research and reporting, Local Authority green space mapping. Our developing Good for People Geographical Information System (GIS) Toolkit will support decision making, using a spatial, evidence based approach, helping staff to focus first on actions that deliver the greatest multiple benefits for people and communities – especially those in Wales' most deprived areas.

An internal audit report was recently published on *Woodlands and You* – our national scheme to facilitate, manage and promote public access to the Welsh Government Woodland Estate for a wide range of activities, projects and enterprises (and soon to be rolled out to include all land managed by Natural Resources Wales). The scheme is a key source of data for Corporate Plan and Welsh Government reporting. The audit identified a need for a communications plan and active promotion of the huge opportunities offered by *Woodlands and You* – most applications are repeats and the scheme is little known (even within Natural Resources Wales). The Plan is entirely focussed on people and communities – we want to ensure that we provide opportunities for people throughout all the communities we serve.

Stakeholders and Feedback

Describe the target group for the policy, plan or project and list any other interested parties. What contact have you had with these groups?

Communities throughout Wales, particularly those facing the greatest levels of deprivation and those who wish to access land we manage for activities and enterprises, are key stakeholders. Natural Resources Wales staff and external stakeholders and partners who are involved in community development and regeneration work in Wales are also target groups.

We held both internal and external stakeholder workshops in order to gather views and input. External stakeholders included national and regional third sector organisations working with communities, and Welsh Government colleagues.

Do you have any feedback from stakeholders? Particularly from groups representative of the various issues that this policy, plan or project is relevant to.

Wide-ranging comments and feedback from the workshops are available on request. In summary:

- Participants were looking to NRW to be pro-active in how it works to support the delivery of community benefits – in relation to both the land it has influence over and the land it manages directly.
- There was support for NRW looking at how best to work with communities and engage with its stakeholders. Co-production is clearly of interest and external organisations see a benefit, but it's recognised that working differently will require significant change for NRW – as it will for the public sector as a whole. It will take time to build relationships and to work collaboratively.
- It was felt that the Enabling Plan should set out longer term aspirations, but that the action plan should focus initially on consolidating existing work. There was positivity about what NRW could achieve, and a view that the new organisation offers new opportunities.

We will work with Diverse Cymru to ensure that the Plan and association Action Plan take full account of equalities issues.

Impact

Could the policy, plan or project have a differential impact on staff, visitors or other groups on the basis of any of the equalities issues?

Yes – unless we are fully aware of the specific needs and concerns of protected characteristic groups, and unless we have a clear understanding of our local populations – there is a real risk that our work will not be inclusive. The Enabling Plan aims to ensure that Community engagement work is developed and delivered in accordance with the Equality Act 2010. We are also developing our people policies for staff, with due consideration of Equality and Diversity.

Local Discretion

Does the policy, plan or project allow for local discretion in the way in which it is implemented? If so, what safeguards are there to prevent inconsistent outcomes and/or differential treatment of different groups of people?

One of our guiding principles in the Plan and Action Plan is that community engagement work is developed and delivered in accordance with the Equality Act 2010. All delivery, facilitation and guidance will take account of this, providing a consistent and coherent approach across Wales.

Summary of relevance to protected characteristic issues

Protected Characteristic	Yes or No	If no, what is the rationale for the decision?
Age	YES	See Part 2 (to be assessed and completed by Diverse Cymru)
Disability	YES	See Part 2
Gender Reassignment	YES	See Part 2
Marriage and Civil Partnership	NO	Whether a person is in a marriage or civil partnership is unlikely to be relevant for the services we provide.
Pregnancy or Maternity	YES	See Part 2
Race	YES	See Part 2
Religion or belief	YES	See Part 2
Sex (male or female)	YES	See Part 2
Sexual Orientation	YES	See Part 2

Summary of relevance to Welsh language issues

Welsh Language	YES	See Part 2 We have a Welsh Language Scheme, and we are committed to encourage staff to learn Welsh if they so wish. In 2016/17 we will implement standards for public bodies set by the Welsh Standards Commissioner.
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If you have answered 'Yes' to any of the above issues, a full impact assessment of the relevant group(s) must be completed. Please proceed to Part 2 of the document.

If you have answered 'No' to all of the equalities issues, a full impact assessment will not be required, and this assessment can be signed off at this stage. You will, however, need to put in place monitoring arrangements to ensure that any future impact on any of the equalities issues is identified.

Monitoring and Review Arrangements

Describe the systems that you are putting in place to manage the policy and to monitor its operation and outcomes in terms of the various equalities issues.

We have developed a Results Based Accountability Plan for the Plan and Action Plan. We will further develop – with Diverse Cymru – a monitoring plan for the delivery of our equality responsibilities.

State when a review will take place and how it will be conducted.

A review will take place in 2017 (two years into Plan delivery) and 2020 (at Plan review).

Authorisation	Name and signature	Date
Policy, plan or project lead	Barbara Anglezarke	4 th March 2015
Line Manager	Steve Cook	
Equalities Senior Advisor	Derek Carpenter	
Welsh Language Policy Advisor	Lyn Williams	

Please ensure you send a completed copy to equalities@cyfoethnaturiolcymru.gov.uk

Please note: EqlAs will always be made available in full if requested by members of the public or stakeholder organisations, including meeting any requests for accessible versions.

Monitoring and reviewing

The EqlA process does not end with the introduction of the policy. It is not enough to make the changes expected to eliminate adverse impact or promote equality; it is also necessary to implement the resulting action plan and use the monitoring, evaluation and review processes to ensure that the anticipated impact is the actual impact and that actions are implemented. Failure to properly monitor the actual impact of an existing policy may leave a public authority open to legal challenge, as well as enforcement action from the Equality and Human Rights Commission or the Welsh Language Commissioner. The EqlA is a tool to assist public authorities in meeting their general duties. Those duties continue to bind public authorities in respect of policies and functions even where an EqlA has been carried out, and public authorities need to satisfy themselves on an ongoing basis that they are continuing to meet each of the general duties.



Stage 2 – Full Impact Assessment

What is the name or title of the policy, plan or project?
Communities and Regeneration Enabling Plan
Person(s) responsible for completing this part of the form
<i>To be completed independently by Diverse Cymru</i>
Date of assessment:

Any general comments relating to each equality strand and/or any relevant background information that should be noted in undertaking the assessment?

• <i>Describe the aims and purpose of the policy, plan or project.</i> • <i>Who will be affected by the policy, plan or project (both positively and negatively)? Who is intended to benefit and how?</i> • <i>How have you engaged with the groups identified in Part 1? What are the conclusions of that engagement?</i> • <i>How will the policy, plan or project be put into practice and who will be responsible for delivering it?</i>
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You must complete the relevant section(s) below. Relevant sections are those to which, in the summary of relevance to equalities issues table at the end of EqlA Part 1, have been answered as yes. In each section please use as much space as you require.

Age - identify the impact/potential impact of the policy, plan or project and change on different age groups. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Disability – identify the impact/potential impact of the policy, plan or project and change on different disability groups. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Gender Reassignment – identify the impact/potential impact of the policy, plan or project and change on people who are transgendered e.g. some people may take career breaks to have surgery. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Marriage and civil partnerships - identify the impact/potential impact of the policy, plan or project and change on people who are married or in a civil partnership. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Pregnancy and maternity - identify the impact/potential impact of the policy, plan or project and change on women who are pregnant, on maternity and who wish to breastfeed. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Race - identify the impact/potential impact of the policy, plan or project and change on different Black Asian and Minority Ethnic groups. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Religion or belief - identify the impact/potential impact of the policy, plan or project and change on people of different religious/faith groups and also upon those with no faith. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Sex (man or woman) – identify the impact/potential impact of the policy, plan or project and change on women and men. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Sexual orientation - identify the impact/potential impact of the policy, plan or project and change on people who identify as lesbian, gay, bisexual or heterosexual people. Include proposed measures to mitigate any adverse impacts or to make positive impacts.

Complete if you answered yes in Part 1

Give a full description of any adverse or the potentially adverse impacts and/or if there is an opportunity through the policy, plan or project to make a positive impact.

Please give reasons / justifications here

If adjustments are identified please list in the Actions Template at the end of this form.

Welsh Language -

When you formulate a new policy, or review or revise an existing policy, you must assess what effects, if any (whether positive or adverse) the policy decision could have on;

- opportunities for persons to use the Welsh language; and
- treating the Welsh language no less favourably than the English language.

Please give reasons / justifications here

Actions/Tasks identified through the Assessment/Reassessment

Issue	Action/Task	Responsible Person	Target date	Success Indicators	Comments

Monitoring and Review Arrangements

Describe the systems that you are putting in place to monitor the policy, plan or project's operation and outcomes in terms of the various equalities issues.

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State when a review will take place and how it will be conducted.

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Authorisation	Name and signature	Date
Policy, plan or project lead		
Leadership Team		
Equalities Senior Advisor		
Welsh Language Policy Advisor		

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