

Appendix B - Completed INRA

EQUALITY IMPACT ASSESSMENT – INITIAL SCREENING

Initial screening needs to take place for all new/revised Council policies. The word ‘policy’, in this context, includes the different things that the Council does. It includes any policy, procedure or practice - both in employment and service delivery. It also includes proposals for restructuring, redundancies and changes to service provision. This stage must be completed at the earliest opportunity to determine whether it is necessary to undertake an EIA for this activity.

Name of Policy:	Environment Plan (year 4)
Lead Officer (responsible for assessment):	Richard Kay
Department:	Strategic Planning
Others Involved in the Assessment (i.e. peer review, external challenge):	None
Date Initial Screening Completed:	June 2023

(a) **What is the policy trying to achieve?** i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

The Environment Plan sets the Council’s actions and targets in respect of climate change and the natural environment. This first such Plan was adopted in June 2020. This is a ‘year 4’ refresh of the Plan, with a new set of proposed actions for 2023/24.

(b) **Who are its main beneficiaries?** i.e. who will be affected by the policy?

It is primarily aimed at the Council itself, and what actions it will take to reduce its emissions and help boost the natural environment. However, in fulfilling those actions, especially in relation to the natural environment, all residents and visitors should benefit from a high quality natural environment.

(c) **Is this assessment informed by any information or background data?** i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

The Plan is informed by both statistical data as well as wide-ranging community engagement

(d) Does this policy have the potential to cause a positive or negative impact on different groups in the community, on the grounds of any of the protected characteristics (please tick all that apply):

Ethnicity	No	Age	No
Gender	No	Religion or Belief	No
Disability	No	Sexual Orientation	No
Gender Reassignment	No	Marriage & Civil Partnership	No
Pregnancy & Maternity	No	Caring Responsibilities	No

Please explain any impact identified: i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

There is no apparent reason why any of the different groups as listed above will be particularly affected, negatively or positively, as a result of the Plan

(e) Does the policy affect service users or the wider community?	NO
(f) Does the policy have a significant effect on how services are delivered?	NO
(g) Will it have a significant effect on how other organisations operate?	NO
(h) Does it involve a significant commitment of resources?	NO
(i) Does it relate to an area where there are known inequalities, e.g. disabled people's access to public transport etc?	NO

If you have answered **YES** to any of the questions above, then it is necessary to proceed with a full equality impact assessment (EIA). If the answer is **NO**, then this judgement and your response to the above questions will need to be countersigned by your Head of Service and then referred to the Council's Equal Opportunities Working Group (EOWG) for scrutiny and verification. Please forward completed and signed forms to the Principal HR Officer.

Signatures:

Completing Officer:	RK	Date:	June 2023
Head of Service:	RK	Date:	June 2023