

Winchester City Council

Equality Impact Assessment Template (EqIA)

Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	Biodiversity net gain (BNG) is a new concept that is only just being introduced.
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	Legal, Finance, Planning and Estates teams have been consulted.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	Biodiversity net gain (BNG) is a new concept that is only just being introduced.
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	Yes	This BNG Technical Advice Note (TAN) is an interim measure to remain in place until November 2023, when more formal arrangements will be implemented. These arrangements will be informed by Government guidance, which is still awaited, so there is potential for further change once the Government guidance is published.
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact	No	BNG will enhance biodiversity for the benefit of all.

		Yes/No	Please provide details
	on your policy or project?		
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	No	Biodiversity net gain (BNG) is a new concept that is only just being introduced.
7	Are there any other issues that you think will be relevant?	No	N/A

Section 2 - Your EqIA form

Directorate: Place	Your Service Area: Economy & Community	Team: NERT	Officer responsible for this assessment: Rick Smith	Date of assessment: 26.04.23
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Biodiversity Net Gain Technical Advice Note
2	Is this a new or existing policy?	New advice note
3	Briefly describe the aim and purpose of this work.	This report presents technical guidance on how Biodiversity Net Gain (BNG) shall be incorporated into Winchester City Council actions, via the planning system prior to BNG becoming mandatory in November 2023. The Technical Advice Note (TAN) sets out procedures to follow when applicants apply for planning permission under the Town and Country Planning Act (1990) with outcomes including a measurable 10% uplift in biodiversity on applicable sites in line with Natural England guidance.
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> • Increase biodiversity • Provide planning officers & developers with guidance on how to achieve BNG
5	Who is intended to benefit from this work and in what way?	The TAN will be used directly by developers and by Planning officers when assessing planning applications. The resulting enhancement in biodiversity across the district will provide benefits for all.
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> • Biodiversity benefits • Access to better quality open green space improves health and wellbeing. • Natural capital benefits including carbon

		sequestration & flood alleviation
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> Lack of clarity or awareness amongst developers and other planning applicants of the requirements of BNG. Ineffective implementation of BNG. Poor monitoring and compliance review systems.
8	Who are the key individuals and organisations responsible for the implementation of this work?	<ul style="list-style-type: none"> Rick Smith (WCC NERT) Zoe Keeble (WCC NERT) Lorna Hutchings (WCC Planning)
9	Who implements the policy or project and who or what is responsible for it?	NERT & Planning


		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	The requirements of BNG should impact applicants from all groups and sectors equally.
10b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	The requirements of BNG should impact applicants from all groups and sectors equally.
11b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
12a	Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?			The requirements of BNG should impact applicants from all groups and sectors equally.

	<p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview)</i> 	Y	N	
12b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	The requirements of BNG should impact applicants from all groups and sectors equally.
13b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	The requirements of BNG should impact applicants from all groups and sectors equally.
14b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	The requirements of BNG should impact applicants from all groups and sectors equally.
15b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	The requirements of BNG should impact applicants from all groups and sectors equally.
16b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		

17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	The requirements of BNG should impact applicants from all groups and sectors equally.
17b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	The requirements of BNG should impact applicants from all groups and sectors equally.
18b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		

19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	N/A
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	N/A		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

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Signed by completing officer	
Signed by Service Lead or Corporate Head of Service	