

Winchester City Council

Equality Impact Assessment Template (EIA)

Section 1 - Data Checklist

When undertaking an EIA 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	N/A
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	Internal consultees included Finance, Legal, Procurement, Estates, Housing, Special Maintenance and Planning teams. External consultees included neighbouring authority ecologists and Hampshire and Isle of Wight Wildlife Trust (HIWWT). Other stakeholders will be engaged with following approval.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	N/A
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>	No	This will supersede the Biodiversity Action Plan and will be managed by the existing Ecology Team.
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	N/A

		Yes/No	Please provide details
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?	Yes	The Ecology Team has previous experience delivering the Biodiversity Action Plan and the wider Sustainability Team deliver the Carbon Neutrality Action Plan (CNAP).
7	Are there any other issues that you think will be relevant?	No	N/A

Section 2 - Your EIA form

Directorate: Place	Your Service Area: Economy & Community	Team: Community & Wellbeing	Officer responsible for this assessment: Zoe Goldsmith	Date of assessment: 30 July 2025
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Nature Improvement Plan 2025 - 2030
2	Is this a new or existing policy?	Update to existing Biodiversity Action Plan
3	Briefly describe the aim and purpose of this work.	To promote and achieve nature improvement and recovery across the Winchester district. This addresses the council's declaration of a nature emergency and the strengthened biodiversity duty in the Environment Act 2021.
4	What are the associated objectives of this work?	<ol style="list-style-type: none"> 1. Protect and manage land for nature 2. Create new spaces for nature 3. Deliver more nature-based solutions for tackling climate change 4. Prevent and control pollution better 5. Connect more people to nature
5	Who is intended to benefit from this work and in what way?	<ul style="list-style-type: none"> • This provides a strategic approach to nature improvement including principles and measures for the council to follow • Community groups, partners and individuals will benefit from increased clarity on the council position and associated nature improvements and benefits to health and wellbeing.
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> • Nature recovery and biodiversity gains based on national and local measures. • Ability to report on the Biodiversity duty • Responding to significant national and local changes since 2021 • Setting specific measurable targets where possible • Strengthening the link between nature improvement and other co-benefits such as carbon sequestration and storage, and health and wellbeing

		<ul style="list-style-type: none"> • Separating out “core business” actions to improve the way we report back on nature improvement. • Covering district and council actions separately • Improving the way the council reports back on nature improvement
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> • Local Government Reorganisation. • Commitment to regular reporting and reviews. <p>Things that can have an impact include:</p> <ul style="list-style-type: none"> • Government policy and funding • Climate – extreme weather events • Provision and accessibility of services • Economic shocks and crises •
8	Who are the key individuals and organisations responsible for the implementation of this work?	<ul style="list-style-type: none"> • The council in collaboration with partners, community groups, landowners, businesses.
9	Who implements the policy or project and who or what is responsible for it?	<ul style="list-style-type: none"> • The Ecology Team

		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 objectives of the plan and the outcomes delivered will benefit all
10b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Existing Biodiversity Action Plan 		
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 objectives of the plan and the outcomes delivered will benefit all
11b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Existing plan used by various individuals and communities. 		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> 	Y	N	<p>The objectives of the plan and the outcomes delivered will benefit all</p> <p>The objective to connect more people to nature may provide opportunities to improve / increase access and make spaces more inclusive</p>

	<ul style="list-style-type: none"> • <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> 			
12b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Existing plan used by various individuals and communities. 		
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 objectives of the plan and the outcomes delivered will benefit all
13b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Existing plan used by various individuals and communities. 		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	<p>The objectives of the plan and the outcomes delivered will benefit all</p> <p>The objective to connect more people to nature may provide opportunities to improve / increase access and make spaces more inclusive</p>
14b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Existing plan used by various individuals and communities. 		
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 objectives of the plan and the outcomes delivered will benefit all
15b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Existing plan used by various individuals and communities. 		
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 objectives of the plan and the outcomes delivered will benefit all
16b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Existing plan used by various individuals and communities. 		
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 objectives of the plan and the outcomes delivered will benefit all
17b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> • Existing plan used by various individuals and communities. 		

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	<p>The objectives of the plan and the outcomes delivered will benefit all</p> <p>The objective to connect more people to nature may provide opportunities to improve / increase access and make spaces more inclusive</p>
18b	What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> Existing plan used by various individuals and communities. 		

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	The objectives of the plan and the outcomes delivered will benefit all
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	N/A

Signed by completing officer	Zoe Goldsmith
Signed by Service Lead or Corporate Head of Service	Susan Robbins