Equality Impact Assessment

Annex 2

EIA Title	Surrey New Tree Strategy			
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)		No	X

1. Explaining the matter being assessed

What policy, function or service change are you assessing?	Surrey New Tree Strategy that sets out how we will approach our ambition to plant 1.2 million new trees.
Why does this EIA need to be completed?	Sensitive subject matter, e.g. locations for new trees and tree species and origin.
Who is affected by the proposals outlined above?	Residents and partner organisations.
How does your service proposal support the outcomes in the Community Vision for Surrey 2030?	Residents live in clean, safe and green communities, where people and organisations embrace their environmental responsibilities

Are there any specific geographies in Surrey where this will make an impact? (Please tick or specify)	County Wide	X	Runnymede	
	Elmbridge		Spelthorne	
	Epsom and Ewell		Surrey Heath	
	Guildford		Tandridge	
	Mole Valley		Waverley	
	Reigate and Banstead		Woking	
	Not Applicable			
	County Divisions (please specify if appropriate):			

Briefly list what evidence you have gathered on the impact of your proposals?	Engagement with a wide range of stakeholders, and national evidence and reports.

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2. Service Users / Residents

There are 10 protected characteristics to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships
10. Carers protected by association

Though not included in the Equality Act 2010, Surrey County Council recognises that socio-economic disadvantage is a significant contributor to inequality across the County and therefore regards this as an additional factor.

Therefore, if relevant, you will need to include information on this. Please refer to the EIA guidance if you are unclear as to what this is.

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AGE				
What information (data) do you have on affected service users/residents with this characteristic?				
Climate change, air pollution and access to green space, potentially affects all Surrey residents, with the greatest impacts being on children, young people and older people. Appropriate planting of new trees as set out in the New Tree Strategy therefore offers the most significant benefits to these age groups.				
Impacts (Please tick or specify)	Positive	**X**	Negative	Both

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	*What are you basing this on?*	*Actions to mitigate or enhance impacts*	*Due date*	*Who is responsible for this?*
Benefits of increased access to trees and green space as well as improved air quality should be particularly pronounced for children and older residents who tend to suffer disproportionately from respiratory illnesses (such as asthma) and mental health conditions.	Health and wellbeing benefits of trees and green spaces are summarised in https://www.gov.uk/government/publications/health-matters-air-pollution/health-matters-air-pollution	Ensuring that schools, leisure destinations such as childrens playgrounds, residential care homes and residential areas are included within our tree planting plans. Avoiding any adverse impacts of tree planting on air quality	Consider within action plan, to be published in September 2020.	Trees Officer Task Group

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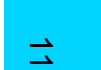|		(such as trapping pollution in urban areas) by following 'right tree, right place' principle set out in strategy. Develop an approach for measuring the impact of green spaces and tree planting, e.g. through natural capital baselining or ecosystems services accreditation		
Children, young people and elderly people who suffer disproportionately from the impacts of climate change such as extreme heat and flooding will benefit the most from the climate change mitigation and adaptation benefits offered by new trees, such as shading, cooling and flood reduction.	London's Climate Change Adaptation Strategy (2011)[1] sets out the health impacts of climate change on vulnerable groups including children, elderly and those with existing health conditions.	Identify areas where trees will deliver greatest benefit in this regard, for example urban areas that currently have low tree cover.	Consider within action plan, to be published in September 2020.	Trees Officer Task Group

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[1] https://www.london.gov.uk/sites/default/files/gla_migrate_files_destination/Adaptation-oct11.pdf

Children will benefit from the educational opportunities offered by tree planting in their schools and communities.	There are numerous benefits associated with tree planting in schools https://www.tes.com/news/why-every-school-should-branch-out-planting-trees-sponsored	Engage with schools as part of tree planting initiative.	Consider within action plan, to be published in September 2020.	Trees Officer Task Group

What other changes is the council planning/already in place that may affect the same groups of residents?
Are there any dependencies decisions makers need to be aware of

As the benefits of tree planting are positive for the above age groups, this strategy is not expected to contribute to cumulative negative impacts for them.

Any negative impacts that cannot be mitigated? Please identify impact and explain why

No

DISABILITY

What information (data) do you have on affected service users/residents with this characteristic?

Climate change, air pollution and access to green space, are issues that disproportionally affect disabled people, including those with a range of long term health conditions, respiratory conditions, mental health conditions or decreased mobility. It is therefore important that our strategy and action plans addresses the needs of these groups and that unintentional adverse impacts are avoided.

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Impacts (Please tick or specify)	Positive		Negative		Both	X

Impacts identified	**Supporting evidence**	**How will you maximise positive/minimise negative impacts?**	**When will this be implemented by?**	**Owner**
What impacts have you identified?	*What are you basing this on?*	*Actions to mitigate or enhance impacts*	*Due date*	*Who is responsible for this?*
Benefits of increased access to trees and green space as well as improved air quality should be particularly pronounced for disabled people with respiratory illnesses (such as asthma) and mental health conditions.	People with certain long term health conditions are more susceptible to the effects of climate change such as extreme heat, and air pollution. New trees will help mitigate these impacts offering some protection to this group by providing shading and cooling and mitigating air pollution. London's Climate Change Adaptation Strategy (2011)[2] sets out the health impacts of climate change on vulnerable groups including children, elderly and those with existing health conditions.	Including hospitals and communities with poor health outcomes within our tree planting plans.	Consider within action plan, to be published in September 2020.	Trees Officer Task Group
Inappropriate planting of trees could cause adverse impacts.	E.g. from reducing pavement widths, high pollen levels, excessive fruit fall in urban locations, or preventing dispersal of air pollution.	Right tree, right place principle in strategy, with details in annexes.	Already included in strategy document	Environment Commissioning Team
Disabled people may find it harder to access the benefits of new woodland	Research shows that people with disabilities can struggle accessing	Ensure any new visitor destinations created through tree planting take	Principle already incorporated	Trees Officer Task Group

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	woodland unless provisions are made [3]	into account access issues.	within strategy document.	
Disabled people who are likely to suffer disproportionately from the impacts of climate change such as extreme heat and flooding will benefit the most from the climate change mitigation and adaptation benefits offered by new trees, such as shading, cooling and flood reduction.	People with **disabilities** may be more vulnerable to climate change, as those with compromised health are more susceptible to extreme weather events or disease, and people with mobility difficulties are more likely to have difficulties during required evacuations. Climate Change disproportionally effects those with disabilities - https://www.unenvironment.org/news-and-stories/story/how-climate-change-disproportionately-impacts-those-disabilities https://carers.org/key-facts-about-carers-and-people-they-care	Identify areas where trees will deliver greatest benefit in this regard, for example urban areas that currently have low tree cover.	Consider within action plan, to be published in September 2020.	Trees Officer Task Group

What other changes is the council planning/already in place that may affect the same groups of residents? **Are there any dependencies decisions makers need to be aware of**
By avoiding adverse impacts for this group, this strategy is not expected to contribute to cumulative negative impacts for them.
Any negative impacts that cannot be mitigated? Please identify impact and explain why
No

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[3] https://www.forestresearch.gov.uk/tools-and-resources/urban-regeneration-and-greenspace-partnership/greenspace-in-practice/benefits-of-greenspace/access-and-accessibility/

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PREGNANCY AND MATERNITY

What information (data) do you have on affected service users/residents with this characteristic?

Air pollution can have a negative impact on unborn babies, therefore it is important that the tree strategy contributes towards the goal of reducing pollution in urban / residential areas.

Impacts (Please tick or specify)	Positive	**X**	Negative		Both	
Impacts identified	**Supporting evidence**			**How will you maximise positive/minimise negative impacts?**	**When will this be implemented by?**	**Owner**
What impacts have you identified?	*What are you basing this on?*			*Actions to mitigate or enhance impacts*	*Due date*	*Who is responsible for this?*
As air pollution can have an impact on the development of an unborn child, appropriate tree planting in areas of poor air quality can have a positive impact for this group.	Higher exposure to air pollution has been found to be linked to lower birth weight, abnormal lung development and higher infant mortality https://www.bmj.com/company/newsroom/traffic-pollution-putting-unborn-babies-health-at-risk-warn-experts/			Ensure sufficient tree planting in residential areas with poor air quality and around destinations such as hospitals.	Consider within action plan, to be published in September 2020	Trees Officer Task Group

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What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of
By avoiding adverse impacts for this group, this strategy is not expected to contribute to cumulative negative impacts for them.
Any negative impacts that cannot be mitigated? Please identify impact and explain why
No

RACE

What information (data) do you have on affected service users/residents with this characteristic?
Climate change, air pollution and access to green space, are issues that disproportionally affect people from black and minority ethnic groups. It is therefore important that our strategy and action plans addresses the needs of these groups and that unintentional adverse impacts are avoided.

Impacts (Please tick or specify)	Positive	x	Negative		Both	
Impacts identified	**Supporting evidence**		**How will you maximise positive/minimise negative impacts?**	**When will this be implemented by?**	**Owner**	
What impacts have you identified?	*What are you basing this on?*		*Actions to mitigate or enhance impacts*	*Due date*	*Who is responsible for this?*	

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Residents in ethnic minority groups that are more likely to live in areas with high pollution will benefit from the health impacts of new trees in their neighbourhoods. Conversely, if tree planting doesn't sufficiently take into account air quality (e.g. if planting focused on more spacious suburbs), these groups could benefit to a lesser extent compared to others.	Studies show that **ethnic minorities** are more likely to be impacted by air pollution due to the location of their homes. The worst air pollution levels in the UK were seen in ethnically diverse neighbourhoods (defined as neighbourhoods where over 20% of the population are non-white) http://www.environment-health.ac.uk/news/ethnic-minorities-and-deprived-communities-hardest-hit-air-pollution	Spatial plans for tree planting, particularly in urban / residential areas, should seek to prioritise neighbourhoods where there are higher levels of air pollution.	Consider within action plan, to be published in September 2020.	Environment Commissioning Team

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of

By avoiding adverse impacts for this group, this strategy is not expected to contribute to cumulative negative impacts for them.

Any negative impacts that cannot be mitigated? Please identify impact and explain why
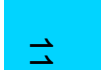
No

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SEX					
What information (data) do you have on affected service users/residents with this characteristic?					
No specific impacts identified as a result of the tree planting strategy for service users/residents with this protected characteristic.					

Impacts (Please tick or specify)	Positive		Negative		Both	
Impacts identified	**Supporting evidence**		**How will you maximise positive/minimise negative impacts?**	**When will this be implemented by?**	**Owner**	

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of
Any negative impacts that cannot be mitigated? Please identify impact and explain why

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SOCIO-ECONOMIC DISADVANTAGE

What information (data) do you have on affected service users/residents with this characteristic?

Climate change, air pollution and access to green space, are issues that disproportionally affect service users and residents who are experiencing socio-economic disadvantage. It is therefore important that our strategy and action plans addresses the needs of these groups and that unintentional adverse impacts are avoided.

Impacts (Please tick or specify)	Positive		Negative		Both	**X**
Impacts identified	**Supporting evidence**		**How will you maximise positive/minimise negative impacts?**		**When will this be implemented by?**	**Owner**
What impacts have you identified?	*What are you basing this on?*		*Actions to mitigate or enhance impacts*		*Due date*	*Who is responsible for this?*
Benefits of increased access to trees and green space as well as improved air quality should be particularly pronounced for people at socio-economic disadvantage, who may live in more polluted areas and suffer disproportionately from respiratory illnesses	Studies show that deprived communities are hardest hit by air pollution due to higher levels of pollution where they live. People living in the most deprived areas are less likely to live near green spaces and will therefore have fewer opportunities to experience the health benefits of green space compared with people living in less deprived areas.[4]		Ensure that tree planting plans take into account communities with higher levels of socio-economic disadvantage, and that these communities are able to access the benefits of new trees.		Consider within action plan, to be published in September 2020.	Environment Commissioning Team

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[4] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/355792/Briefing8_Green_spaces_health_inequalities.pdf

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(such as asthma) and mental health conditions.				
	Low-income households are particularly susceptible to climate change impacts, as these impacts disproportionally affect their resources. These groups also have lower capacity and resources to adapt[5].	Ensure that tree planting plans take into account communities with higher levels of socio-economic disadvantage, and that these communities are able to access the benefits of new trees.	Consider within action plan, to be published in September 2020.	Environment Commissioning Team
There is a risk of increased house prices where there is access to green space.	Urban green spaces raise nearby house prices by approximately £2,500 https://www.ons.gov.uk/economy/environmentalaccounts/articles/urbangreenspacesraisenearbyhousepricesbyanaverageof2500/2019-10-14	Increasing urban tree coverage across the county and in particular in deprived areas.	Consider within action plan, to be published in September 2020.	Environment Commissioning Team
Opportunities for jobs resulting from tree planting and woodland creation could provide benefits to those in socio-economically disadvantaged groups.	A green economy can be thought of as one which is low carbon, resource efficient and socially inclusive. This pursuing such an economy can result in more economic opportunities and skills development for those from deprived backgrounds[6]. Noting the need for any skills-based training and learning as part of the green economy shift is equally promoted with women, those of ethnic minority background and other protected characteristic.	We will ensure that job opportunities resulting from the strategy and delivery plan are advertised through appropriate channels to reach socio-economically disadvantaged groups.	Consider within action plan, to be published in September 2020.	Environment Commissioning Team
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of				

[5] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/584281/uk-climate-change-risk-assess-2017.pdf
[6] https://www.europarl.europa.eu/RegData/etudes/note/join/2012/462453/IPOL-FEMM_NT(2012)462453_EN.pdf

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By avoiding adverse impacts for this group, this strategy is not expected to contribute to cumulative negative impacts for them.
Any negative impacts that cannot be mitigated? Please identify impact and explain why
No

No specific impacts have been identified for those within the following protected characteristics: Gender reassignment, Religion or belief including lack of belief, Sexual orientation, Marriage/civil partnerships, Carers protected by association

3. Staff

No specific impacts identified as a result of the tree planting strategy for staff under any of the protected characteristics.

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4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
What changes have you made as a result of this EIA?	*Why have these changes been made?*
Issues and opportunities identified will be incorporated into the action plan	Our strategy already includes the "right tree, right place" principle which seeks to maximise the potential benefits and avoid unintended negative consequences. This now needs to be put into practice through development and delivery of our action pan.

5. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation in the in the blank box below.

Outcome Number	Description	Tick
Outcome One	**No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	
Outcome Two	**Adjust the policy/service/function** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	X
Outcome Three	**Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: • Sufficient plans to stop or minimise the negative impact • Mitigating actions for any remaining negative impacts plans to monitor the actual impact.	
Outcome Four	**Stop and rethink** the policy when the EIA shows actual or potential unlawful discrimination (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay, available here).	
Please use the box on the right to explain the rationale for your recommendation	The ambition to plant 1.2 million new trees has significant potential for positive impacts regarding equality, if planting is in accordance with the principles set out in our New Tree Strategy. It is important that the action plan takes into account the potential opportunities set out above, and that care is taken to avoid unintended negative impacts, by following the "right tree, right place" principle set out in the strategy	

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6a. Version Control

Version Number	Purpose/Change	Author	Date
1	Final draft	Helen Treasure	17 April 2020

The above provides historical data about each update made to the Equality Impact Assessment. Please do include the name of the author, date and notes about changes made – so that you are able to refer back to what changes have been made throughout this iterative process. For further information, please see the EIA Guidance document on version control.

6b. Approval

	Name	Date approved
Approved by*	*Head of Service Katie Sargent*	16.04.2020
	Executive Director	17.04.2020
	Cabinet Member	17.04.2020
	Directorate Equality Group	Pending

EIA Author	Helen Treasure

*Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

6c. EIA Team

Name	Job Title	Organisation	Team Role
Helen Treasure	Project Consultant	Surrey County Council	Author

If you would like this information in large print, Braille, on CD or in another language please contact us on:

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