

# Equality Impact Assessment Toolkit (January 2021 )

## **Section 1: Your details**

**EIA lead Officer:** Matthew Humble

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**Head of Section:** Matthew Humble

**Chief Officer:** Nicki Butterworth

**Directorate:** Neighbourhood Services

**Date:** October 2022

## **Section 2: What Council proposal is being assessed?**

The Wirral Pollinator Strategy supports the Council's biodiversity commitment within the policy, 'Transforming our Open Spaces and Enhancing Biodiversity'. This strategy has been developed to raise awareness of the plight of pollinators and to ensure the Council and its local residents, businesses and landowners are provided with information to help us all protect and increase our pollinator populations.

Wirral Council is committed to helping to conserve the UK's pollinators by ensuring the council considers the needs of pollinators in the delivery of its duties and activities. This strategy is designed to ensure the needs of pollinators are enshrined across the breadth of Council work and to increase awareness of pollinators across our local community.

## **Section 2a: Will this EIA be submitted to a Committee meeting?**

**Yes / No**                      **If 'yes' please state which meeting and what date**

Environment, Climate Emergency and Transport Committee  
November 2022

**Hyperlink to where your EIA is/will be published on the Council's website**

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

**Section 3:** Does the proposal have the potential to affect..... (please tick relevant boxes)

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other** (please state e.g.: Partners, Private Sector, Voluntary & Community Sector)

All Sectors

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

| Which group(s) of people could be affected | Potential positive or negative impact   | Action required to mitigate any potential negative impact | Lead person    | Timescale | Resource implications  |
|--|---|---|----------------|-----------|--|
| All  | <b>Positive Impact</b> - There will be a positive impact arising from the decrease in use of fossil fuel burning mowing machines, leading to increased air quality on average.  |   | Matthew Humble | 2022-2030 | The Wirral Pollinator Strategy will require use of existing resources, as well as capital funding bids, where necessary. |
| All  | <b>Positive Impact</b> – There will be a positive impact from the diversification of the types of amenity greenspace moving towards Biodiversity Net Gain, encouraging wildlife and insects back into urban areas creating greater access to wildlife areas for all groups. |   | Matthew Humble | 2022-2030 | The Wirral Pollinator Strategy will require use of existing resources, as well as capital funding bids, where necessary. |

|   |  |  |                |           |   |
|---|--|--|----------------|-----------|---|
| Workforce & Residents                                   | <b>Positive Impact</b> – There is the need to provide training to staff and residents on the needs of Pollinators and how these may be encouraged. This training will provide a valuable insight to the workforce. |  | Matthew Humble | 2022-2030 | The Wirral Pollinator Strategy will require use of existing resources from within the Council and will seek to draw on the expertise of partners. |
| All   | <b>Negative impact</b> – There is a potential negative impact from a reduction in green amenity space for certain types of activity.   | The Plans will be implemented with Members and the Community in order seek to meet the best possible selection of areas to be maintained for pollinators and rewilding.<br><br>Support will be provided to encourage members of the community and groups to take on the management of their local open amenity spaces were this aligns with the Pollinator Strategy and meets local needs. | Matthew Humble | 2022-2030 | The Wirral Pollinator Strategy will require use of existing resources, as well as capital funding bids, where necessary.                          |
| Disability:<br>Asthma sufferers, 'Hay Fever' sufferers. | <b>Negative Impact</b> – A negative impact may arise for asthma sufferers and those with 'hay fever' due to increased levels of pollen from pollinating plants.  | The Plans will be implemented with Members and the Community in order seek to meet the best possible selection of areas to be maintained for pollinators and rewilding.  | Matthew Humble | 2022-2030 | The Wirral Pollinator Strategy will require use of existing resources, as well as capital funding bids, where necessary.                          |

**Section 4a: Where and how will the above actions be monitored?**

The strategy will be living documents and will be regularly reviewed and updated and progress reported to Elected Members. To deliver the Wirral Pollinator Strategy key representatives from the Climate Emergency Team, Planning, Parks & Countryside Services, and local stakeholders will need to be involved and contribute.

Any changes in equality impact will be recorded and reviewed.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

The Pollinator Strategy will aim to bring net positive impacts to the borough in the immediate and longer terms. Any negative effects from the strategy that arise will be addressed throughout its implementation.

**Section 5:       What research / data / information have you used in support of this process?**

The National Pollinator Strategy: for bees and other pollinators in England (November 2014)  
- The Department for Environment, Food and Rural Affairs, UK

Supporting document to the National Pollinator Strategy: for bees and other pollinators in England (November 2014) - The Department for Environment, Food and Rural Affairs, UK

National Pollinator Strategy: Implementation Plan (November 2015) - The Department for Environment, Food and Rural Affairs, UK

National Pollinator Strategy: Implementation Plan, 2018-2021 (December 2018) - The Department for Environment, Food and Rural Affairs, UK

National Pollinator Strategy: for bees and other pollinators in England - Evidence statements and Summary of Evidence 'Management and Drivers of Change of Pollinating Insects and Pollination Services (January 2019) – The Department for Environment, Food and Rural Affairs, UK

The good verge guide: a different approach to managing our waysides and verges (2016)  
Plantlife

Road Verges and their potential for pollinators: A review of costs, benefits, and management options (2019) Buglife

Environment and Climate Emergency Policy Statement (March 2021) – Wirral Council

Tree, Hedgerow and Woodland Strategy (2020-2030) – Wirral Council

Road, Verge and Wildlife Management Guidelines (2019) - Plantlife

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

**Yes / No** – (please delete as appropriate)

**If 'yes' please continue to section 7.**

**If 'no' please state your reason(s) why:**

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 7: How will consultation take place and by when?**

A joint Wirral Council / Wirral Wildlife workshop was held on 14 February 2022 with Members of the Environment, Climate Emergency and Transport Committee in order to discuss Wirral Councils approach to Pollinators to inform the initial development of this strategy.

Parks & Countryside Ward Member Meeting (June 2022) consulted upon and shaped the draft Pollinator Strategy.

Public consultation was be undertaken on proposals for the Pollinator Strategy (September 2022)

The completed Pollinator Strategy will be presented to the Environment, Climate Emergency and Transport Committee for approval as a part of Wirral Council adopting this Strategy (Autumn 2022).

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

**Section 8:** Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published (section 2a)**
- b) **Include any potential positive impacts as well as negative impacts? (section 4)**
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**