



Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

1: Proposal

Requirement	Detail
Title of proposal Ise Valley Strategic Plan	The Ise Valley Strategic Plan can be used as a tool to attract funding that will support the development and delivery of projects within the Ise Valley that will enhance the natural environment and improve access and connectivity for people and wildlife.
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	The proposal is for a Plan that will support the development and delivery of projects within the Ise Valley that will enhance the natural environment
What is the objective of this proposal?	To support the development and delivery of projects within the Ise Valley that will enhance the natural environment and help the Council deliver on priorities set out in the Corporate Plan 2021 and other duties conferred upon us by the Environment Act and other policy, legislation and regulations

Requirement	Detail
<p>Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)</p>	<p>No, consultation on IVSP is not required as it is not part of the Development Plan for North Northamptonshire, it is not subject to statutory consultation processes.</p> <p>It has been subject to consultation within the River Ise Partnership on the following dates:</p> <ul style="list-style-type: none"> • February 2021 • July/August 2021 • November 2021 • February 2022 <p>These opportunities to comment allowed members of the Partnership to 'fact-check' the Plan and provide comments so that the Plan went through an iterative process of development and refinement.</p> <p>In the future, as the stakeholder network develops, the level of engagement will increase to identify new projects, enlist volunteers, secure funding, etc. This will present an opportunity to require new projects to be subject to community consultation as part of the project development phase. This could be done by including the requirement to consult on the project template and providing guidance on who should be consulted.</p>

Requirement	Detail
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	N/A
What processes are in place to monitor and review the impact of this proposal?	<p>Evaluating the effectiveness of the River Ise Partnership and the delivery of the IVSP will be done through the quarterly meetings of the partnership with an annual review each March. The annual review will examine whether the catchment objectives identified in the IVSP are being met and project development and delivery.</p> <p>In completing this Equalities Screening Assessment (EqSA) it has become apparent that there are other measures the River Ise Partnership could introduce as part of their project monitoring and review process to ensure due consideration is given to protected groups within our communities.</p> <p>Undertaking an EqSA for individual projects would help ensure needs of protected groups are explicitly considered and addressed at the project planning stage. This will be a recommendation to the Partnership following the submission of this assessment.</p> <p>In addition, visitor surveys could be implemented on an annual / bi-annual basis (depending on project implementation and available resources). These could be designed to ask a</p>

Requirement	Detail
	question around equalities, the findings of which would help the Partnership understand who is visiting the Ise Valley and whether certain destinations are more popular with which of the protected groups and why. The findings could help the Partnership refine project development, where possible and appropriate, to make projects more inclusive for all the protected groups.
Who will approve this proposal? (Committee, CLT)	Executive Committee

2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
Age Different age groups that may be affected by the proposal in different ways.	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
	Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. It will become a place that people of all ages can enjoy, engage with and benefit from.	Project plans could require that an Equalities Screening Assessment is undertaken to identify where a project could be enhanced to ensure it responds to age related needs.	Positive

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity for all age groups to become actively involved in project planning to make their natural spaces places they want to be.</p> <p>This collaboration will foster good relations and help ensure that the project is designed, whenever possible and appropriate, to meet the needs of different age ranges, for example, play space for young people, hang-out zones for teens, interpretation boards, benches and places to rest and picnic for all.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? <p>For example, consider materials used for benches and handrails, can these be warm to the touch and yielding like wood and not cold and hard like metal so older people feel comfortable resting for the time they need? Could signage, way-finding and route design be distinctive and easy to navigate to help people with dementia find their way around? Could play spaces use natural materials and innovative design to enhance the imagination of young minds?</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p>
<p>Sex Is one sex affected more than another or are they affected the same?</p>	<p>Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. It will become a place that both genders can enjoy, engage with and benefit from.</p>	<p>Project plans could require that an Equalities Screening Assessment is undertaken to identify how a project could be enhanced to ensure it responds to the needs of all sexes equally.</p>	<p>Positive</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity for all sexes to become actively involved in project planning to make their natural spaces places they want to be.</p> <p>This collaboration will foster good relations and help ensure that the project is designed, where possible and appropriate, to meet the needs of all sexes for example, ensuring appropriate lighting and the cutting back of overgrown undergrowth and bushes to improve natural surveillance to help those who feel vulnerable feel safe</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. Opportunities will be sought to provide a natural environment that is accessible</p>	<p>Project plans could require that an Equalities Screening Assessment is undertaken to identify where a project could be enhanced to ensure it responds to the needs of people living with different types of disability.</p>	<p>Positive</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>and stimulating to people living with different types of disability.</p> <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity for people with disabilities to become actively involved in project planning to make their natural spaces places they want to be.</p> <p>This collaboration will foster good relations and help ensure that the project is designed, where possible and appropriate, to meet the needs of people living with different types of disability for example, providing smooth flat paths and gradual slopes to help people with mobility challenges, creating play spaces and sensory gardens in areas with little distraction or noise for children autism and ensuring plenty of tree shade for those who have from photosensitivity</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>

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<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. People of the trans community have reported how they often feel vulnerable in public spaces and that they don't feel at ease expressing themselves in the way they would wish to.</p> <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity not just for individuals who have gone through gender reassignment but for the whole LGBTQ+ community to become actively involved in project planning to make their natural spaces places they want to be.</p> <p>Opportunities will be sought through project development to provide a natural environment that is inclusive and creative, one that reduces barriers</p>	<p>Project plans could require that an Equalities Screening Assessment is undertaken to identify where a project could be enhanced to ensure it responds to the needs of the LGBTQ+ community.</p> <p>For example, creating open spaces that are more visibly inclusive of the LGBTQ+ community through the use of art that illustrate or state messages of acceptance.</p> <p>New public toilets should be inclusively designed so they are welcome to all members of the community. This is different to providing gender-neutral bathrooms because the design goes further. It improves bathroom efficiency and reduces wait times because each stall is available to any person looking to use it, regardless of age, gender, and ability.</p>	<p>Positive</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. Opportunities will be sought to provide an inclusive natural environment where people of different ethnic backgrounds feel a sense of identity and belonging</p> <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity for people from different ethnic backgrounds to become actively involved in project planning to make their natural spaces places they want to be.</p> <p>This collaboration will foster good relations and help ensure that the project is designed, where possible and appropriate, to meet the needs of</p>	<p>Project plans could require that an Equalities Screening Assessment is undertaken to identify where a project could be enhanced to ensure it responds to the needs of people from different ethnic and / or cultural backgrounds.</p> <p>For example, creating open spaces that are more visibly inclusive through the use of multicultural art installations showing different cultural / ethnic interpretations that illustrate messages of acceptance. Signs could use different languages where appropriate.</p>	Positive

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>people from different ethnic backgrounds and those who may have different cultural needs. For example, studies have shown that this protected group often feel there is a lack of activities and initiatives and cultural identity to attract minority ethnic and black communities to parks and open spaces. Other concerns include fears of getting lost, not knowing where to go, feelings of vulnerability and for personal security.</p> <p>Therefore, good signage, appropriate lighting and keeping clear lines of sight through well-designed planting schemes would make people feel safe and orientated.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>This assessment recognises that sexual orientation and gender reassignment are not inter-related and there are therefore individual needs relating to both protected groups. However, historically the campaigns advocating equality for both transgendered and lesbian, gay and bisexual</p>	<p>Project plans could require that an Equalities Screening Assessment is undertaken to identify how a project could be enhanced to ensure it responds to the needs of all sexes equally.</p>	<p>Positive</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>communities have often been associated with each other. This is because the LBGTQ+ community are often subject to similar concerns when it comes to living openly in society with their choices.</p> <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity for the whole LBGTQ+ community to become actively involved in project planning to make their natural spaces places they want to be.</p> <p>Opportunities will be sought through project development to provide a natural environment that is inclusive and creative, one that reduces barriers and enables couples to enjoy open space and find quiet areas for reflection and relaxation.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>

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<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. Opportunities will be sought to provide a natural environment that is accessible and stimulating to couples who want to spend more quality time together outdoors.</p> <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity for couples to be together, actively participating in project planning to make their natural spaces places they want to be.</p> <p>This collaboration will foster good relations, not just within the local community but between partners working together on projects that will make their local natural environment a better place to spend quality time together without incurring financial cost.</p>	<p>Project plans could require that an Equalities Screening Assessment is undertaken to identify how a project could be enhanced to ensure it responds to the needs of couples equally. This may be through the creation of quiet open space for reflection and relaxation or green gym equipment for more active outdoor activities or somewhere to buy light refreshments to add to the pleasure of outdoor recreation.</p>	<p>Positive</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Pregnancy & Maternity</p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	<p>Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. Opportunities will be sought to provide a natural environment that is accessible to expectant Mums and / or new parents and carers.</p> <p>Opportunities should be sought to provide smooth pathways and gentle slopes to provide stability for expectant Mums, smooth passage for buggies and prams and an even surface for toddlers learning to walk. Benches provide places for rest or especially if placed under the tree canopy to provide shade to keep expectant Mums or small babies cool.</p>	<p>Benches in quiet places</p> <p>Project plans could require that an Equalities Screening Assessment is undertaken to identify how a project could be enhanced to ensure it responds to the needs of expectant Mums and / or new parents and carers.</p> <p>This may be through the creation of quiet open spaces with suitable benching when new babies can be fed. Creating routes relating to a time / distance to suit individual needs.</p> <p>Specific projects could be developed in association with `pram clubs` and parent groups, expectant parent groups, those with young children to help identify local needs.</p>	Positive

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<p>Religion or Belief</p> <p>Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?</p>	<p>Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. Opportunities will be sought to provide an inclusive natural environment where people of different religions or faiths feel a sense of identity and belonging.</p> <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity for people from different religions and faiths to become actively involved in project planning to make their natural spaces places they want to be.</p> <p>This collaboration will foster good relations and help ensure that the project is designed, where possible and appropriate, to meet the needs of people from different religions and faiths.</p>	<p>Project plans could require that an Equalities Screening Assessment is undertaken to identify where a project could be enhanced to ensure it responds to the needs of people religions and faiths.</p> <p>For example, creating open spaces that can be used for quiet reflection or even small outdoor gatherings where people of faith can gather, be mindful and be thankful for nature and natural creation.</p>	<p>Positive</p>


Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Health & Wellbeing</p> <ol style="list-style-type: none"> 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards). 	<p>One of the key principles of the IVSP is to provide a better natural environment to improve the health and well-being of people who live, work and visit North Northamptonshire.</p> <p>Projects delivered through the IVSP will enhance the Ise Valley and improve access and connectivity. Opportunities will be sought to provide an imaginative and interactive natural environment that encourages people outdoors for leisure and recreation.</p> <p>The IVSP promotes community engagement in project development, delivery and long-term management. This will provide an opportunity for people to mix, make new friends and socially interact while project planning to make their natural spaces places they want to be.</p>	<p>Project plans could require that an Equalities Screening Assessment is undertaken to identify where a project could be enhanced to ensure it creates opportunities that will encourage people to enjoy their natural environment.</p> <p>For example, creating social spaces where groups of people can come together; providing BBQ facilities to enable safe BBQing for family and friends. This would be a great opportunity for people who don't have gardens to bring people together.</p> <p>Interpretation boards could provide information about the local environment to help people learn more about their natural world and opportunities could be sought to create a forest school.</p>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Positive</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>This collaboration will foster good relations and help ensure that the project is designed, where possible and appropriate, to increase opportunities that will enhance health and well-being through outdoor leisure, recreation and exercise at no financial cost to the users. Given the current rising cost of living using the outdoor environment is a great way to stay connected with others or have quiet reflection without having to pay.</p> <p>Opportunities to cycle and walk between key destinations from Wellingborough to Kettering to Corby have already been identified within the IVSP. These new routes could also be useful for commuting purposes to reduce reliance on the private care where fuel costs are rocketing</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	Positive Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	Yes

4: Ownership

Question	Response
Directorate	Place & Economy
Service area	Planning Policy
Lead officer's name	Emma Arklay
Lead officer's job title	Senior Development Officer
Lead officer's contact details	E: emmaarklay@northnorthants.gov.uk M: 07824 451 529
Lead officer's signature	
Date completed	TBC

Completed forms must be sent to Equalities@northnorthants.gov.uk