

Equality Impact Assessment Form

Part 1 – Initial Screening

1. People responsible for completing the assessment:

Gail Brown – Strategy & Environmental Futures Team
Evelyn Jack – Strategy & Environmental Futures Team

2. Name of the policy, strategy or project:

Vision for the natural environment 2060

3. What is the main purpose or aims of the policy, strategy or project?

As laid out in Natural England's Corporate Plan 2008-2011, to set out a compelling vision for England's natural environment in 2060, enabling us to:

- anticipate the needs of society to 2060 allowing us to identify how the natural environment will contribute to the future needs of society;
- articulate what the natural environment could look like in 2060 and how it will be contributing to the needs of society; *or articulate how we think the natural environment should look in 2060 and how it will contribute to the needs of society;*
- shape future thinking and influence long term planning and decision making at an international national, regional and local level, including delivery;
- lead, by engaging with a wide audience of stakeholders, (including Government) the debate about the future of the natural environment;
- engage decision makers in actively considering the role and importance of the natural environment in the future and how decisions taken today will influence that future;
- inspire society – at all levels from government to individuals - to take decisions and implement changes that secure a healthy/sustainable future for the natural environment;
- articulate what the natural environment is for thereby leading us to develop a land use strategy which describes what changes we need to make to deliver the vision and a rationale for these;
- generate momentum and pressure for change.

4. Who will be the beneficiaries of the policy, strategy or project?

By establishing a vision for the natural environment which fully integrates the conservation and enhancement of landscapes and biodiversity with the benefits of the natural environment for people, the aim is to communicate a compelling and robust perspective on the long term challenges for England's natural environment and to produce a vision to conserve and enhance the natural environment for future generations.

5. Has the policy/strategy project been explained to those it might affect directly or indirectly?

Executive Directors and Board have discussed the project and it will be taken to ELG for further debate. Stakeholder engagement around land use has taken place. Internal and external engagement has taken place at specialist level around the Scenarios. A staff engagement plan is in place to gather input around this project and further communication will be provided via Cascade Brief, intranet and through FWINE. A Communications & Engagement plan has been developed and will overarch all the work strands within the project.

6. Have you consulted on this policy/strategy/project?

Internal and external consultation with specialists around scenarios and land use has taken place. An Engagement plan has been developed based on reaching the Top 100 Stakeholders (usual and unusual suspects) and the public. In this context the public will be reached through membership of, for example, NGOs, LGIU. A series of 10 workshops will be delivered through September 2009. A testing of the outputs from these workshops (Quality Circle comprising a group of specialists and MPMs across the organisation) will take place. In addition, a Science Stakeholder Workshop will test the outputs before final drafting. In addition to the described internal engagement, a regional engagement plan is currently being debated in the context of hard choices. Diversity organisations, such as RADAR, BEN, Stonewall) will all be consulted as part of the workshops. Use will be made of MENE / Mori Poll to consult with young adults to ensure their views are recorded.

7. Please complete the following table and give reasons/comments for where:

(a) The policy/strategy/project could have a positive impact on any of the equality target groups or contributes to promoting equality, equal opportunities and improving relations within equality target groups.

(b) The policy/strategy/project could have a negative impact on any of the equality target groups, ie disadvantage them in any way. **If the impact is high, or the policy will impact significant amounts of people, a full EqIA should be completed.**

Equality Target Group	(a) Positive Impact		(b) Negative Impact		Reason/Comment
	High	Low	High	Low	
Men		X			
Women		X			
Asian or Asian British People		X			

Black or Black British People		X			
White People (including Irish people)		X			
Chinese People		X			
Mixed Race People		X			
Other racial/ethnic group (please specify)		X			
Disabled and Deaf people		X			
Gay, Lesbian and Bisexual people		X			
Transgender people		X			
Older people (50+)		X			
Younger people (17-25) and children		X			
Working Patterns (P/T or part year)		X			
Faith groups (please specify)		X			

8 If there is a negative impact on any equality target group, is the impact intended/

N/A

If there is a negative impact on any equality target group is the impact legal?

N/A

9. What actions could be taken to amend the policy/strategy/project to minimise the negative impact/?

N/A

10. If there is no evidence that the policy/strategy/project promotes equality, equal opportunities or improves relations within equality target groups, what amendments could be made to achieve this?

The project is being used to strengthen our relationship with all diversity groups.

11. How will the policy/strategy/project be implemented including any necessary training?

The results from the project will be embedded across the organisation to inform future Strategic Direction delivery.

Full Assessment necessary: **No**

Is this Policy / Strategy / Project:

A new policy/strategy/project **Yes**

A change to an **existing** policy/
strategy/project **No**

An existing policy/strategy/project **No**

Is this Equality Impact Assessment

Predictive **Yes**

Retrospective **No**

Date completed: 16 July 2009

N. Moore

Signed by Line/Project Manager:

Approved by Senior Management/Project Management Team:

Signed by Diversity lead: Jo Collinge, Organisation Development Team