

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Croxley hall management plan 2025-30
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Trees and Woodlands
EIA Author <i>Name and Job Title</i>	Alex Laurie Principal Tree and Woodlands Officer
Date EIA drafted	02/01/2026
ID number <i>This will be added by the Strategy and Partnerships Team</i>	

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <i>If the EIA is attached to a report, summarise the report.</i> <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p>The project being assessed is a new management plan for Croxley Hall woods, Croxley Green.</p> <p>A new five-year management plan has been developed, the new plan contains management actions for the woodland over the next five years from financial year 2025/26 until 2030/31.</p> <p>The detailed actions relate to woodland management for biodiversity and improvements to public access and interpretation.</p> <p>The impact of the new plan should only be positive and the delivery of it should benefit all users of the woodland by maintaining and, where possible, improving access and interpretation of the woods.</p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	No issues identified	No actions required
Disability	<p>Improvements to the access to the woods should benefit users with disabilities.</p> <p>Any physical obstacles, trip hazards, overhanging vegetation, or other impediments which might otherwise restrict access to some users will be removed.</p> <p>This could also help reduce any psychological barriers for users by making the woods more welcoming, and less forbidding.</p>	No actions required
Gender reassignment (or affirmation)	No issues identified	No actions required
Pregnancy or maternity	No issues identified	No actions required
Race	No issues identified	No actions required
Religion or belief	No issues identified	No actions required
Sex	No issues identified	No actions required
Sexual Orientation	No issues identified	No actions required
Marriage and Civil Partnership	No issues identified	No actions required
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	No issues identified	No actions required

Actions Planned

In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.

The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.

No actions required

Additional Information

Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.

N/A

Sign off:

Equalities Lead Officer	Date

