

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	<i>A new ten-year management plan for Pond Wood, South Oxhey.</i>
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	<i>Trees and Woodlands</i>
EIA Author <i>Name and Job Title</i>	<i>Alex Laurie</i> <i>Principal Trees and Woodlands Officer</i>
Date EIA drafted	07/05/2026
ID number <i>This will be added by the Strategy and Partnerships Team</i>	LL014

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>A new ten-year management plan has been developed for Pond Wood, South Oxhey.</p> <p>The new plan contains management actions for the woodland over the next ten years from financial year 2026/27 until 2036/31. The detailed actions relate to woodland management for biodiversity and improvements to public access and interpretation.</p> <p>The plan has a focus on the long-term management of numerous veteran Hornbeam trees which are a particular feature of Pond Wood.</p> <p>These veteran trees require careful, phased management to ensure they continue to thrive and do not go into decline. The aim of the plan is also to identify younger Hornbeam trees, which are suitable to start as new pollards.</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 issue identified	Not applicable
Disability	Less physically able users may avoid using the path through the wood and the entrances and path can be overgrown at times	Cutting back trees and scrub will make the path more inviting and visible.
Gender reassignment (or affirmation)	No issue identified	Not applicable
Pregnancy or maternity	No issue identified	Not applicable
Race	No issue identified	Not applicable
Religion or belief	No issue identified	Not applicable
Sex	No issue identified	Not applicable
Sexual Orientation	No issue identified	Not applicable

Marriage and Civil Partnership	No issue identified	Not applicable
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 issue identified	Not applicable

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.

The Management Plan does not propose substantial changes to Pond wood but aims to make it more accessible to a wider range of people.

This includes physical access by cutting back vegetation from paths and removing barriers and obstacles.

It also aims to remove psychological barriers by making entrances more welcoming to visitors, giving them more confidence to use the woods and feel safer when doing so.

Additional Information

Not applicable

Sign off:

Equalities Lead Officer	Date
Shivani Davé	20/05/2026

