



**GREATER
MANCHESTER**
FIRE AND RESCUE SERVICE

GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY

Equality Impact Assessment

Title: Greater Manchester Local
Nature Recovery Strategy (Draft-for-
Consultation)

Date: 29/11/2024

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Induction

We aim to provide a working and training environment free from discrimination and unfair treatment.

Equality legislation requires public authorities to conduct Equality Analysis also known as Equality Impact Assessments on significant changes and reviews to policies and practices. This enables GMCA and GMFRS to meet part of their general duties on equality and forms part of our [EDI Strategy and Action Plan](#). We also have an ethical duty to tackle inequalities that affect marginalised and underrepresented groups that fall within the protected groups: e.g., our Gypsy and Traveller communities, class, deprivation, and intersectional inequalities.

Considering the Code of Ethics

What does the Core Code require? The Core Code should be adopted by every service in England. The principles should be embedded within everything that fire and rescue services and their employees do. This includes those working within, or on behalf of the FRS. FRSs will ensure that the principles of this Core Code are represented within policies and processes to ensure they are embedded and at the heart of day-to-day activity. The five principles in the Core Code apply to every action we take, as individuals or as a FRS. The principles will help all of us do our jobs in the right way. Consider the five principles which can be found on the UKFRS website <https://www.ukfrs.com/core-code-ethics>

Document Version Control

If this Equality Impact Assessment requires updating or editing, please contact the Author.

As an organisation we need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Document Version	Date	Author
1	29/11/2024	R Morrison

Approval Process

Approval Agency	Environment Directorate
Owner	Jax Effiong (For approval on CDC) The EDI manager above is owner to ensure final approval has a consistent approach.

Consultation & Engagement

We must have stakeholder involvement & engagement.

Outline any previous involvement or consultation with the appropriate target groups of people who are most likely to be affected or interested with this policy, strategy, function, or service.

Involved	<p>Based on an extensive stakeholder engagement plan, a wide range of stakeholders have been closely involved in helping to co-develop the Greater Manchester Local Nature Recovery Strategy (hereafter LNRS) with the GMCA.</p> <p>Two dedicated stakeholder engagement groups worked with the GMCA for over 18-months to enable stakeholders to be closely engaged with the preparation of the LNRS</p> <ul style="list-style-type: none">- A GM district officer group consisting of representatives from all 10 GM councils.- A steering group, consisting of key stakeholders external to the GMCA. The steering group consists of high-interest groups and organisations, including several local environmental NGOs, non-departmental public bodies (e.g. the Environment Agency, Forestry Commission, Natural England and the Peak District National Park). Alongside
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	<p>these the group includes local stakeholders and representatives of key groups, such as a housing developers, environmental professionals, social housing providers and the NHS.</p> <p>Both these groups meet regularly, on a 2-3 monthly basis, to input into key components of the strategy development.</p> <p>Extensive efforts have also been taken to involve and engage a much wider group stakeholders (including local businesses, landowners and land managers, social housing providers, community groups and residents) through dedicated engagement events, webinars and a large public survey.</p>
Consulted	<p>A wide range of staff groups, boards and committees have been informed about the strategy during its development the development of the strategy.</p> <p>A public survey, alongside dedicated engagement sessions for key groups, took place in spring 2024 to further consult and involve a wider group of stakeholders on priorities for the strategy. The GMCA received just over 800 responses to this survey.</p> <p>Formal public consultation on the strategy will be undertaken in late 2024/early 2025.</p>

Related Documents

Policy & Procedure

- **Draft-for-Consultation Greater Manchester Local Nature Recovery Strategy**

Impact Assessment Form

Section 1

Name of policy / initiative / Service to be impact assessed	Greater Manchester Local Nature Recovery Strategy
Corporate objective being addressed	<p>Greater Manchester Strategy</p> <p>Green City Region</p> <p>GMCA Biodiversity Emergency Declaration</p> <p>The Mayor was formally appointed by the Secretary of State for Environment, Food and Rural Affairs as the responsible authority for the preparation of a Greater Manchester Local Nature Recovery Strategy. As mandated by the Environment Act, GMCA officers, working with the 10 local authorities and wider stakeholders, will produce a GM LNRS on the Mayor's behalf.</p>
Department / function carrying out the assessment	Natural Environment Team, Environment Directorate, GMCA
Who is responsible for the implementation of the policy / initiative / service? (function head /department manager)	Samual Evans, Head of Natural Environment
Who is involved in the impact assessment?	Rachel Morrison, Senior Nature Based Solutions Advisor
What are the aims / objectives of the	Greater Manchester's Local Nature Recovery Strategy will act as a roadmap for how we tackle the biodiversity

<p>policy / initiative / service?</p>	<p>emergency and improve access to nature across the city-region over the next decade.</p> <p>It sets out a long-term vision for us to all work together to deliver a resilient network for nature across the city-region, connecting and enhancing wild spaces so that people and nature can thrive.</p> <p>In short, it's our roadmap for nature recovery – how we can all work together towards a greener city region where nature is thriving and where we need to focus our efforts to have the biggest impact.</p>
<p>Who is intended to benefit from the policy?</p>	<p>The primary purpose of Local Nature Recovery Strategies, set out in the Environment Act 2021, is to drive local action to reverse biodiversity decline and loss of wildlife. The policy will therefore benefit all citizens, businesses and visitors to Greater Manchester.</p>
<p>What are the main outcomes of the policy (this is key to being able to identify what monitoring is needed)?</p>	<p>The main outputs from the LNRS will include:</p> <ul style="list-style-type: none"> – A written statement of biodiversity priorities for GM and actions that could help deliver these – A map of the most valuable existing areas for nature (as set out by Defra) – A map of priority opportunity areas for nature recovery where action for nature recovery should be focused <p>The main outcomes from the strategy will be the approved targets, priorities and actions for biodiversity across the city region. In addition, the implementation of the strategy will seek to deliver:</p> <ul style="list-style-type: none"> – More collaborative and coordinated action towards nature recovery in GM over the next 10 years

	<ul style="list-style-type: none"> – More investment and action focused on priority places for nature recovery over the next 10 years – Increased awareness of the biodiversity emergency and the need for nature recovery in GM – To act as an evidence base and inform local plans and local delivery across the 10 GM district councils
Is the policy for external or internal purposes?	External.
Are other organisations involved in the delivery? If yes, please state who:	<p>Yes, organisations across the city region will be involved in delivery of the strategy.</p> <p>There are no restrictions on who can be involved in the delivery of the strategy across GM.</p>
What information/ experience do we have i.e., a similar initiative and what did this information tell us? (info can be demographic data i.e., census findings, research findings, comparisons between similar	<p>The strategy is being prepared following a previous pilot strategy developed by the GMCA in 2021 for DEFRA.</p> <p>The strategy builds on GMCA experience of developing the 5-year Environment Plan (2019-2024).</p> <p>To inform the preparation of the strategy GMCA has compiled a Greater Manchester State of Nature report which was published in March 2024.</p> <p>The strategy has also been informed by the expertise of the steering group and officer group and following consultation with GMCA staff.</p>

policies in our Service and other Services, survey data, equality monitoring data, ad hoc data gathering exercises)	The strategy has some strategic policy links to the Places For Everyone spatial plan.
How will information be collected regarding the impact of the policy /initiative /service/ employment policy etc?	<p>Key targets and a monitoring framework will be used to track progress towards the strategy.</p> <p>Progress will be reported to the GM Natural Capital Group (Local Nature Partnership) annually.</p> <p>The GMCA is also required to formally report on progress on the strategy every 3-10 years to DEFRA.</p> <p>A non statutory pre engagement survey took place earlier in the year involving all stakeholders.</p> <p>The GM Equality panels were informed of this work and details of aims and objectives to ensure participation.</p> <p>A statutory consultation and further in person engagement sessions with the public in each borough of Greater Manchester, prior to the GM Local Nature Recovery Strategy being agreed and adopted.</p>
Has a search of the internet revealed an impact assessment conducted by other Fire and Rescue Services or local authorities of a similar policy/initiative?	Local Nature Recovery Strategies are a new requirement and searches have not revealed similar impact assessments.

If yes – is it possible to adapt / incorporate findings	
Date of Policy Review	n/a

Section 2 – Internal

Remember that equality analysis is not simply about identifying and removing negative effects or discrimination, but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.

	Impacts Identified
Age <ul style="list-style-type: none">– Young– Middle age– Older age	This is not an internal strategy and would not affect GMCA staff.
Disability <p>Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual. There are several types of barriers that cause exclusion including.</p> <ul style="list-style-type: none">•Physical•Social/attitudinal•Institutional•Communication <p>Complete which barriers you will need to consider in your programme.</p>	This is not an internal strategy and would not affect GMCA staff.
Sex	This is not an internal strategy and would not affect GMCA staff.

Identify any potential adverse impact to men or women.	
Race Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to specifically consider.	This is not an internal strategy and would not affect GMCA staff.
Religion and belief (including no belief) Identify any adverse potential impact on different religious groups and identify which you may need to specifically consider.	This is not an internal strategy and would not affect GMCA staff.
Sexual Orientation Identify any adverse potential impact on different sexual orientations and identify which sexual orientations you may need to specifically consider.	This is not an internal strategy and would not affect GMCA staff.
Gender Reassignment	This is not an internal strategy and would not affect GMCA staff.

Identify any adverse potential impact on transgender or non-binary people.	
<p>Pregnancy and Maternity</p> <p>Identify any adverse potential impact because of pregnancy, maternity, or paternity.</p> <p>Pregnancy is the condition of being pregnant or expecting a baby.</p> <p>Maternity refers to the period after the birth and is linked to maternity leave in the employment context.</p> <p>In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	This is not an internal strategy and would not affect GMCA staff.
Marriage & Civil Partnership	This is not an internal strategy and would not affect GMCA staff.

<p>Identify any adverse potential impact because of marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage and civil partnership can either be between a man and a woman, or between partners of the same sex.</p>	
<p>Social economic disadvantage</p> <p>Identify any adverse potential impact because of financial hardship.</p>	<p>This is not an internal strategy and would not affect GMCA staff.</p>
<p>Other</p> <p>Are there other discriminations or disadvantages that you think you need to address?</p>	<p>This is not an internal strategy and would not affect GMCA staff.</p>

Section 2 – External

	Impacts Identified
Age <ul style="list-style-type: none">• Young• Middle age• Older Age	Background <p>Access to greenspace is unequal in Greater Manchester. This means that the health and wellbeing benefits from urban green and blue spaces are not shared equally amongst the population, particularly in urban areas.</p> <ul style="list-style-type: none">• In Greater Manchester on average, neighbourhoods with the least affluent older residents comprise only around 50% ‘green’ or ‘blue’ cover, compared with almost 70% for neighbourhoods with the most affluent older residents¹.• Neighbourhoods with the least affluent older residents have only around 20% tree canopy cover compared to around 26% for the most affluent older residents¹.• Even public parks and recreation areas are less green in neighbourhoods with the least affluent compared to most affluent older residents, an average of 82% compared to over 90% respectively¹. <p>To gather input into the strategy for a wide range of people the GMCA ran a large public pre-engagement non statutory survey in Spring 2024 – GMCA ‘plan for nature survey’ on GM consult. Through the survey a range of different age groups have been engaged in the preparation of the strategy. Our public plan for nature survey received responses from a wide variety of age</p>

¹ GHIA Project - Green infrastructure and health and wellbeing influences on an ageing population. Final project Report.

	<p>groups, with a relatively even distribution of responses between 25-35 and 70-74 age brackets. We received fewer responses from over 80s and under 24s. GMCA has worked to engage younger groups with the survey via the partner RHS work on the National Education Nature Park and gathered views of younger audiences at the Manchester Festival of Nature. Have also spoken to the Youth Combined Authority Equality Panel Facilitator to ensure engagement those networks and groups.</p> <p>Positive Impacts:</p> <p>This strategy encourages increased access to green space across the city-region, this should help to reduce inequalities in access to greenspace across a range of different age groups.</p> <p>Negative impacts</p> <p>There are no identifiable negative impacts for different age groups</p> <p>Building our evidence</p> <p>We will work with external partners to ensure we reach as many people as possible to enable them to engage in our statutory consultation process. This will consist of an online survey, paper copies will also be available. Printed versions of the LNRS will also be available, in the form of leaflets and flyers, and will be promoted using social media. External newsletters and news releases will be distributed, and we will hold in-person events in various venues across GM. All insight gained from participation in the consultation process will follow our Data Protection policy.</p> <p>In-person community events will take place within accessible venues across all 10 boroughs of Greater</p>
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	<p>Manchester providing opportunities to discuss the proposals with us, we will support if needed the completion of the full online survey. We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall statutory consultation for digitally enabled and excluded audiences. Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches if needed.</p> <p>We will closely with our VCFSE connections in Greater Manchester and seek help from the GM Equality panels if responses are low from areas and diverse communities.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials – including large print, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations</p>
<p>Disability</p> <p>Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual. There are several types of barriers that cause exclusion including.</p> <ul style="list-style-type: none"> •Physical •Social/attitudinal •Institutional •Communication 	<p>Background</p> <p>The 2021 census found that 6.6% of Greater Manchester residents (169,929) said their health was ‘bad’ or ‘very bad’. Meanwhile, 9.3% (240,977) said they had a health condition or illness that limited their day-to-day activities ‘a lot’</p> <p>Accessibility of different types of greenspaces can vary considerably depending on types of impairment. There can be physical, social/attitudinal barriers to accessing greenspaces.</p> <p>Greenspaces are good for you and can in some cases help improve our health and wellbeing. Everyone can benefit from access to our green spaces in Greater Manchester. GM's natural environment provides an</p>

<p>Complete which barriers you will need to consider in your programme.</p>	<p>estimated £56m in physical health benefits each year, which would increase with further enhancement to the natural environment. GM's natural environment provides an estimated £372m in mental health benefits each year, which would increase with further enhancement to the natural environment.</p> <p>To gather input into the strategy for a wide range of people the GMCA ran a large public pre engagement non statutory survey in Spring 2024 – GMCA ‘plan for nature survey’ on GM consult. 18.7% of respondents to the GMCA Plan for Nature survey self-identified as having a disability. GMCA used responses to the survey to inform the aims, priorities and targets set out for the strategy.</p> <p>Positive</p> <p>This strategy encourages increased access to green space across the city-region. Given the physical and mental health benefits of access to nature, this should have a generally positive knock on impact for people who are disabled.</p> <p>Negative impacts</p> <p>There are no identifiable negative impacts for different age groups.</p> <p>Building our evidence</p> <p>We will work with external partners to ensure we reach as many people as possible to enable them to engage in our statutory consultation process. This will consist of an online survey, paper copies will also be available. Printed version of the LNRS will be available, in the form of leaflets and flyers, and will be promoted using social media. External newsletters and news release will be distributed, and we will hold in person events in various</p>
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	<p>venues across GM. All insight gained from participation in the consultation process will follow our Data Protection policy.</p> <p>In-person community events will take place within accessible venues across all 10 boroughs of Greater Manchester, providing opportunities to discuss the proposals with us. We will support, if needed, the completion of the full online survey. We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall statutory consultation for digitally enabled and excluded audiences. Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches if needed.</p> <p>We will closely with our VCFSE connections in Greater Manchester and seek help from the GM Equality panels if responses are low from areas and diverse communities.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials – including large print, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations</p>
<p>Sex</p> <p>Identify any potential adverse impact to men or women.</p>	<p>Background</p> <p>A wide range of respondents completed the GMCA plan for nature survey. 54% of respondents identified as a women (or trans women) and 32% a man (or trans man).</p> <p>Positive</p> <p>There are no known positive impacts to men or women.</p> <p>Negative</p> <p>There are no known adverse impacts to men or women</p>

<p>Race</p> <p>Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to specifically consider.</p>	<p>Background</p> <p>Access to greenspace is unequal in Greater Manchester. GMCA analysis estimates that:</p> <ul style="list-style-type: none"> - approximately 40% of communities experiencing racial inequalities live in the most green-space-deprived areas of Greater Manchester - 64% of communities experiencing racial inequalities live in areas with a below median amount of green spaces per capita compared to 51% of white ethnic population. <p>This means that the health and well-being benefits from urban green and blue spaces are not shared equally amongst the population.</p> <p>Positive impacts</p> <p>This strategy encourages increased access to green space across the city-region and therefore should help to reduce inequalities in access to greenspace in some of our least green areas.</p> <p>Negative impacts</p> <p>There are no identified adverse impacts on people from different ethnic groups.</p> <p>Building our evidence</p> <p>We will work with external partners to ensure we reach as many people as possible to enable them to engage in our statutory consultation process. This will consist of an online survey, paper copies will also be available. Printed versions of the LNRS will be available, in the form of leaflets and flyers, and will be promoted using social media. External newsletters and news releases will be distributed, and we will hold in person events in various</p>
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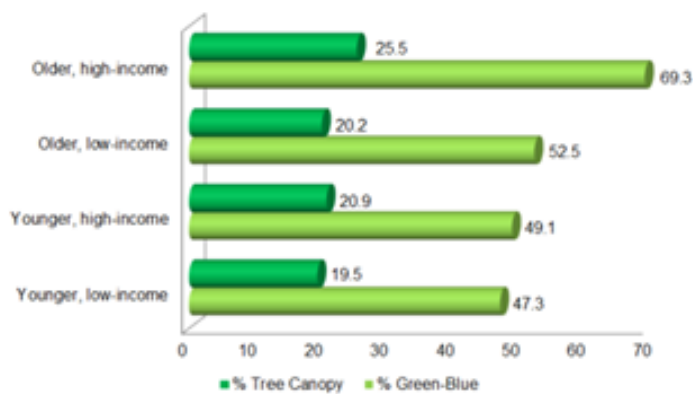
	<p>venues across GM. All insight gained from participation in the consultation process will follow our Data Protection policy.</p> <p>In-person community events will take place within accessible venues across all 10 boroughs of Greater Manchester providing opportunities to discuss the proposals with us, we will support if needed the completion of the full online survey. We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall statutory consultation for digitally enabled and excluded audiences. Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches if needed.</p> <p>We will closely with our VCFSE connections in Greater Manchester and seek help from the GM Equality panels if responses are low from areas and diverse communities.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials – including large print, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.</p>
<p>Religion and belief (including no belief)</p> <p>Identify any adverse potential impact on different religious groups and identify which you may need to specifically consider.</p>	<p>Background</p> <p>The 2021 census indicates that:</p> <p>In Greater Manchester – as elsewhere in England and Wales – Christianity has become a minority religion. Some 47.8% of residents said that they were Christian (46.3% in England). The next most popular responses were ‘no religion’ (31.8%, compared with 36.7% in England) and Muslim (12.1%; 6.7% in England). Jewish people accounted for 1.2% of residents in Greater Manchester and Hindus for 1.0% (compared with 0.5% and 1.8%</p>

	<p>respectively for England). Other faith groups accounted for less than 1% of residents.</p> <p>Positive impacts:</p> <p>There are no known positive impacts of the strategy to people with different religions and beliefs.</p> <p>Negative impacts</p> <p>There are no known adverse impacts of the strategy to people with different religions and beliefs.</p> <p>Building our evidence</p> <p>We will work with external partners to ensure we reach as many people as possible to enable them to engage in our statutory consultation process. This will consist of an online survey, paper copies will also be available. Printed versions of the LNRS will be available, in the form of leaflets and flyers, and will be promoted using social media. External newsletters and news releases will be distributed, and we will hold in-person events in various venues across GM. All insight gained from participation in the consultation process will follow our Data Protection policy.</p> <p>In-person community events will take place within accessible venues across all 10 boroughs of Greater Manchester providing opportunities to discuss the proposals with us, we will support if needed the completion of the full online survey. We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall statutory consultation for digitally enabled and excluded audiences. Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches if needed.</p>
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	<p>We will closely with our VCFSE connections in Greater Manchester and seek help from the GM Equality panels if responses are low from areas and diverse communities.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials – including large print, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.</p>
<p>Sexual Orientation</p> <p>Identify any adverse potential impact on different sexual orientations and identify which sexual orientations you may need to specifically consider.</p>	<p>There are no known positive or adverse impacts to people with different sexual orientation from the strategy.</p>
<p>Gender Reassignment</p> <p>Identify any adverse potential impact on transgender or non-binary people.</p>	<p>There are no known positive or adverse impacts to transgender or non-binary people from the strategy.</p>
<p>Pregnancy and Maternity</p> <p>Identify any adverse potential impact because of pregnancy, maternity, or paternity.</p>	<p>There are no known positive or adverse impacts to people experiencing pregnancy and maternity from the strategy.</p>

<p>Marriage & Civil Partnership</p> <p>Identify any adverse potential impact because of marriage and civil partnership means someone who is legally married or in a civil partnership.</p>	<p>There are no known adverse or positive impacts to people in marriage or civil partnership from the strategy.</p>
<p>Social economic disadvantage</p> <p>Identify any adverse potential impact because of deprived communities and identify which communities you may need to specifically consider.</p>	<p>Background</p> <p>Research by the GHIA project² found that in Greater Manchester people with high incomes tend to live in greener places. The project found that GM neighbourhoods with the least compared to the most affluent older residents have:</p> <ul style="list-style-type: none"> • lower proportion of green and blue cover, • less tree canopy cover, • smaller gardens, • markedly less public incidental /amenity space, • only slightly smaller parks and public recreation areas but with lower green and blue cover.

² GHIA Nature and Ageing Well in Towns and Cities – Why the natural environment matters for healthy ageing, Project Report. Available at: https://ghia.org.uk/wp-content/uploads/2020/01/ghia_report_online_lores.pdf



Graph showing age and income by tree canopy and percentage of green and blue space².

To gather input into the strategy for a wide range of people the GMCA ran a large public pre engagement non statutory survey in Spring 2024 – GMCA ‘plan for nature survey’ on GM consult. Through the survey a range of different groups have been engaged in the preparation of the strategy.

Positive impacts:

This strategy encourages increased access to green space across the city-region, this should help to reduce inequalities in access to greenspace. The need for better access to greenspace for deprived communities with low existing green cover is highlighted in the strategy.

Negative impacts:

The strategy has no known adverse impacts on deprived communities.

Building our evidence

We will work with external partners to ensure we reach as many people as possible to enable them to engage in our statutory consultation process. This will consist of an online survey, paper copies will also be available. Printed

	<p>version of the LNRS will be available, in the form of leaflets and flyers, and will be promoted using social media. External newsletters and news release will be distributed, and we will hold in person events in various venues across GM. All insight gained from participation in the consultation process will follow our Data Protection policy.</p> <p>In-person community events will take place within accessible venues across all 10 boroughs of Greater Manchester providing opportunities to discuss the proposals with us, we will support if needed the completion of the full online survey. We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall statutory consultation for digitally enabled and excluded audiences. Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches if needed.</p> <p>We will closely with our VCFSE connections in Greater Manchester and seek help from the GM Equality panels if responses are low from areas and diverse communities.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials – including large print, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.</p>
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Action Plan

Any actions identified as an outcome of the EIA should be mapped against the headings within the Action Plan.

NB: summaries/evidence actions taken to mitigate against adverse impact.

Title: (Equality Impact Assessment Report – November 2024)

Action/ Activity	Owner and Interested Stakeholders	Dependencies/ Risk/Constraints	Completion Date	Progress Update
<p>This should be a list of recommendations identified in the EIA report.</p> <p>A short description of the issue being taken forward.</p>	<p>Team/Department/Service</p> <p>Internal and external stakeholders</p> <p>How will you ensure your stakeholders continue to be involved/engaged in shaping the development/delivery of this policy?</p>	<p>There may be other projects/initiatives that will deliver the action, so refer to these.</p>	<p>The date by which the action is to be completed.</p>	<p>Progress to date. Any barriers.</p> <p>New stakeholders, etc. Give RAG (red/amber/green) rating if appropriate. Details of monitoring and review methods</p>

Share the findings of the EIA with the network to provide additional scrutiny and feedback on proposal	GMCA Environment Directorate GMCA Local Nature Recovery Strategy Steering Group GMCA Local Nature Recovery Strategy Officer Group GMCA Communications and Engagement Team		December 2024	
Use findings from the EIA to target further engagement work during the public consultation on strategy, including	GMCA Environment Directorate GMCA Communications and Engagement Team	A limited number of focus groups will be possible and therefore should be prioritised for the most relevant groups.	January 2025	
Produce alternative format materials and accessible material for the GM Local Nature Recovery Strategy as and when the need arises	GMCA Environment Directorate GMCA Communications and Engagement Team	Limited project budget and tight time scales for production of additional material	November 2024	Upon request
Utilise communications and engagement networks of Greater Manchester system – including local councils, VCFSE and partner organisations	GMCA Communications and Engagement Team	Rely on partners to share information / materials (and tailor for their audiences as appropriate); through Greater Manchester	Period of statutory consultation. Open to close date	Information, materials and ask to cascade shared with Greater Manchester Heads of Communications network via email. Shared via partner and own stakeholder updates and newsletters.


Public engagement sessions – for those who wish to ensure they can participate fully in this consultation	GMCA Environment Directorate GMCA Communications and Engagement Team		Ongoing throughout consultation period	
Review initial responses and event attendance to inform LNRS ongoing Equality Impact Assessment and subsequent statutory consultation and engagement plans	GMCA Environment Directorate GMCA Communications and Engagement Team	Access to survey data and insight from initial events and responses		Regular meetings throughout first weeks of statutory consultation to share insight and learnings; regular with Coms and Directorate looking at survey summary reports, acknowledging gaps and need for any increased engagement

Sign-off

The final stage of the Equality Impact process is to formally sign off the document as being a complete, rigorous, and robust analysis.

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

Quality Check and Review by the Directorate Contact Officer

Name	Directorate Team	Review Date
 Sam Evans	Head of Natural Environment, Environment Directorate	05/11/2024

Summary of strengths and area(s) for improvement

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Service Director or Senior Officer (sign-off)

Name	Job Title	Date
Mark Atherton	Director of Environment	12/11/24

Ensure your EIA is uploaded onto the [Corporate Document Centre](#) (CDC) as a draft for the EDI Managers final approval.

Please select 'Equality impact assessment' as the document type when uploading.

Further guidance

1. [EIA guidance \(Word, 195KB\)](#)
2. [External EIA Quality Assurance Provider \(PowerPoint, 158KB\)](#)
- 3.
4. GMFRS: For further assistance please
contact inclusivity@manchesterfire.gov.uk