

Gosport Borough Council
Integrated Impact Assessment (IIA)

Completion Instructions for IIA Leads:

Use this IIA **during development** to initially assess the likely impact, on both customers and staff, of a proposed new policy, strategy, function or service or a proposed change to an existing one. This IIA aims to provide an early warning of any potential issues that could adversely impact our customers or staff or result in costly errors in terms of financial or reputational management. Evaluating the proposed changes against our key considerations regarding equality & diversity and climate change allows us to modify or mitigate any adverse impacts **before** implementation. It also demonstrates transparency in the Council’s decision making. It is a working document with named Subject Expert Officers (SEOs) who can support you - as the IIA Lead, through this process. Please do ask the SEOs for advice about potential impacts.

Impacts in the template are marked: +ve (positive) -ve (negative) or neutral. Once completed the IIA must be signed off by your Head of Service and a summary copy attached to the Board or Committee report. Officers have a Duty to ensure that Councillors/decision makers understand the impact of decisions before those decisions are made.

Policy/Strategy/Function/ Project	New	Existing	IIA Lead	Contact Details	Date
Establishment of Naturalised Flower Zones.					

What is the aim of this policy/strategy/function/project? What will it change ?
A change in the mowing regime across approximately 70,000 m ² (5%) of amenity grass to create naturalised flower zones.

Has any consultation been undertaken on this proposed change?	<input type="checkbox"/> yes	<input checked="" type="checkbox"/> no
If yes, summarise the methods used and results of the consultation:		

A. EQUALITY & DIVERSITY

The Public Sector Equality Duty is part of the Equality Act 2010. The Duty requires the Council to have due regard to the following three aims:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equal opportunities between people from different groups
- foster good relations between people from different groups.

Having due regard means considering how this policy, strategy, project or function has or will advance equal opportunities for each of the protected groups below.

Please note: If this proposal means a change in the availability, degree of provision or access to a service, benefit or facility for any group of people, then this Equality & Diversity impact assessment must be completed to assess if this proposal could be deemed unlawfully discriminatory.

SEO for support to complete this section- Mandy Baggaley, CPCS, x5695 mandy.baggaley@gosport.gov.uk

Protected Characteristic	+ ive	- ive	Neutral	Explanation of Impact
Age			Neutral	The impact of the naturalised flower zones is likely to benefit a wide and diverse range of the population in Gosport by making a more natural environment available to a greater number of residents.
Disability			Neutral	
Gender reassignment			Neutral	
Marriage and Civil Partnership			Neutral	
Pregnancy			Neutral	
Race (ethnicity, nationality, colour)			Neutral	
Religion or Belief (and lack of belief)			Neutral	
Sex			Neutral	
Sexual Orientation			Neutral	

The Armed Forces Bill places a new duty on public bodies to have due regard to ensure those who serve in the Armed Forces, whether Regular or Reserve, those who have served in the past, and their families, should face no disadvantage compared to other citizens in the provision of public and commercial services. Special consideration is appropriate in some cases, especially for those who have given most such as the injured and the bereaved. Please refer to these resources for more information about the needs and characteristics of the armed forces community and our commitment to the Covenant. [GBC Covenant Agreement 2020](#) [Local AFC Profile, needs assessment, resources](#)

Section of the Armed Forces Community	+ ive	- ive	Neutral	Explanation of Impact

Are there any other groups which could be impacted (e.g. socially or financially excluded) by this item? If yes, identify below:

What actions will be taken to address/ mitigate potential negative impacts identified:

Action	By whom	By when

B. CLIMATE CHANGE & ENVIRONMENT

Consider how this change will have an impact with regard to

- **Greenhouse gas emissions**
- **Ability to adapt to the impacts of climate change**
- **Waste Management**
- **Air Quality**
- **Natural Environment**

SEOs for support to complete this section- Tim Pratt, CPCS, x5573 tim.pratt@gosport.gov.uk

Greenhouse Gas Emissions	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Emissions from buildings	Gas or electricity use and provision of renewable electricity, by GBC or others			Neutral	
Emissions from transport	Amount of travel (including goods transportation), travel modes and fuels used, by GBC or others	+ive			Reduced travelling time required for maintenance.
Emissions from agriculture and land use	Creation or removal of carbon sinks in Gosport, and changes to food consumption	+ive			Increased depth of vegetation cover and root depth increases the potential of the soil carbon reservoir.
Embedded emissions	Emissions from manufacturing goods and materials used by GBC or others	+ive			Reduced machinery use leads to a reduced quantity of consumables required to run and maintain the machinery.
Climate Change Adaptation	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Vulnerability to storms	Flood prevention and extent to which buildings, habitats and species would be affected by flooding and high winds	+ive			Greater vegetation and root depth improves soil stability helping to prevent erosion.

Vulnerability to heat waves	Provision of shading, ventilation and insulation in buildings, and extent to which habitats and species would be affected by heat	+ive			Increased vegetation and root depth increases shading of the ground, creating a more equitable environment for invertebrates that support food chains/webs.
Vulnerability to drought	Water use in buildings, agriculture, and industrial processes, and extent to which habitats and species would be affected by drought	+ive			Increased vegetation and root depth increases drought resistance creating improved environments for invertebrates that support food chains/webs.
Vulnerability to food insecurity	Opportunity for local food production	+ive			Increased pollinator habitat should lead to an increase in pollinators would provide pollination services to domestic and commercial food producers.
Waste Management	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Amount of waste generated	Levels of consumption by GBC, households and businesses, and extent to which materials used are reusable			Neutral	More collectable green waste is generated, this is balanced by recycling the material as compost.
Proportion of waste recycled	Recyclability of materials used by GBC, households and businesses, and provision of recycling services			Neutral	
Air Quality	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Emissions of key pollutants from transport	Amount of travel (including goods transportation), travel modes and fuels used, by GBC and others; impacts on congestion and amount of idling of more vehicles	+ive			Reduced frequency of maintenance results in less travelling and fewer emissions.
Emissions of key pollutants from industrial processes	Emissions from chemical processes			Neutral	No chemicals are currently used to maintain amenity grass areas.
Emissions of key pollutants from other sources	Domestic and other fires			Neutral	No fires are burned to maintain amenity grass areas
Impact of key pollutants	Rate at which pollutants are absorbed or dispersed	+ive			Greater depth of vegetation should increase the absorption of pollutants.

Natural Environment	Things to consider	+ ive	- ive	Neutral	Explanation of Impact
Sustainability of public spaces	Amount of vegetation and maintenance	+ive			Reduced maintenance requirements from mowing several times a year to one occasion.
Biodiversity and quality of habitats	General impacts on habitats and direct impacts on species of concern	+ive			Improved habitat provision for invertebrates, pollinators, amphibians, reptiles, small mammals and birds.
What actions will be taken to address/ mitigate potential negative impacts identified:					
Action	By whom			By when	

C. IIA SUMMARY				
Have any positive or negative impacts been identified in sections A and B?				
Subject	+ ive	- ive	Explanation	
A. Equality & Diversity				
B. Climate Change & Environment	+ ive		Reduced fuel use, increase carbon sink, increase drought tolerance, reduced soil erosion, improved habitat for invertebrates and reduced pollutants.	
Can any negative impacts be mitigated?				
Subject	Yes	No	N/A	Explanation
A. Equality & Diversity			NA	
B. Climate Change & Environment			NA	

Is further assessment in either subject area necessary to conclude this assessment?			
Subject	Yes	No	If yes, timetable for completion
A. Equality & Diversity			
B. Climate Change & Environment			

D. IIA CONCLUSION
<input type="checkbox"/> This IIA is complete. No further assessment is required if identified actions are undertaken. This summary can be included with Board or Committee reports.
<input type="checkbox"/> This IIA identified further assessment should be undertaken in the identified areas before implementation of this proposed change.
Signed by Head of Service:
Date: