

# Communities Scrutiny Commission Agenda



**Date:** Thursday, 17 November 2022

**Time:** 6.00 pm

**Venue:** The Writing Room - City Hall, College Green,  
Bristol, BS1 5TR

## **Distribution:**

**Councillors:** Barry Parsons (Chair), Henry Michallat (Vice-Chair), Amirah Cole, Kerry Bailes, Amal Ali, Martin Fodor, Emma Edwards, James Scott and Gary Hopkins

**Issued by:** Bronwen Falconer, Democratic Services

E-mail: [scrutiny@bristol.gov.uk](mailto:scrutiny@bristol.gov.uk)

**Date:** Wednesday, 9 November 2022



# Agenda

9. **Tree Strategy: Bristol City Council and Scrutiny Working Group update**

**(Pages 3 - 9)**





## Equality Impact Assessment [version 2.10]

Title: development of a Bristol Tree Strategy	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Richard Ennion
Service Area: Management of Place	Lead Officer role: Parks Development Manager

### Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

#### 1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

##### Purpose

Development of a One City, Bristol Tree Strategy and Tree Planting Plan.

Review and updating, as necessary, Bristol City Council's [Tree Management Policies](#) for trees and woodland owned and managed by the council.

Explain and define targets for tree planting.

##### Why

To set out policies, principles and aims for managing and planting trees and woodland within Bristol. The Bristol Tree Strategy will:

- Identify opportunities for tree planting to meet the aim of doubling Bristol's tree canopy by 2046.
- Identify opportunities to improve and expand woodland / tree habitats in response to the Ecological Emergency Strategy
- Reference and include policies for the protection and provision of trees and woodland through the Planning Process (the development of such policies is being led by BCC Strategic Planning).

##### Audience

- One City Partners
- Landowners and organisations motivated to support, manage and plant trees
- Communities and citizens to understand policies and prioritise for trees and opportunities to get involved
- Bristol City Council decision makers in implementing policies and practice for trees and woodland owned and managed by the council.

### Aims / outcomes

- Agreed City plan to increase tree cover, where there is opportunity and need, that achieves the target to double tree canopy by 2046
- Build a partnership approach to improve the management of existing trees and plant more trees
- Support investment to realise aims

## 1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments: The Bristol Tree Strategy is to a One City plan.		

## 1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g., quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: [How we measure equality and diversity \(bristol.gov.uk\)](http://bristol.gov.uk)

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\); Joint Strategic Needs Assessment \(JSNA\); Ward Statistical Profiles.](#)

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Bluesky tree cover	Distribution and relative tree cover across the city, highlighting areas a correlation between areas of higher deprivation and lower tree cover.

<a href="https://portal.bcc.lan/portal/home/webmap/viewer.html?webmap=48238f9b02124b99ae31616146869a30">https://portal.bcc.lan/portal/home/webmap/viewer.html?webmap=48238f9b02124b99ae31616146869a30</a>	
<p>Nature Recovery Network</p> <p><a href="#">Nature Recovery Network (arcgis.com)</a></p>	<p>A potential ecological network where existing ‘core’ woodland / tree habitats are connected by new tree planting (or by natural regeneration) to create a resilient and thriving woodland network to benefit nature and people’s access to nature.</p>
<p>Urban Heat Stress</p> <p><a href="#">Keep Bristol Cool mapping tool (arcgis.com)</a></p>	<p>Areas of the city and communities at risk of heat stress exacerbated by climate change, where adding green infrastructure including trees would help to reduce peak temperatures, compared to if no additional greening was done</p>
<p>Bristol City Council tree assets</p> <p><a href="#">Pinpoint Plus (bcc.lan)</a> - ‘environment and planning’ – Trees (zoom to view).</p>	<p>Distribution of individual trees that are BCC assets (owned and managed by the council).</p>
<p>Health indices- from</p> <p><a href="#">Joint Strategic Needs Assessment (JSNA)</a></p> <p><a href="#">JSNA Health and Wellbeing profile annual summary 2021-22 (bristol.gov.uk)</a></p>	<p>Correlation between tree cover and indices of multiple deprivation.</p>
<p><b>Additional comments:</b></p> <p>The tree strategy is looking at the potential to plant trees in available spaces and will make the case to prioritise tree planting where there is greatest need / benefit. The prioritisation criteria are in development but are likely to include</p> <p>Priorities for Nature = the Nature Recovery Network</p> <p>Priorities for climate mitigation – proxy – urban heat stress</p> <p>Priorities for quality of life – proxy Indices of multiple deprivation and correlation with tree canopy cover.</p> <p>Other relevant data sets are being considered to identify priority tree planting areas.</p> <p>More design led approaches to tree planting will use strategic mapping of opportunity and need for trees. Tree planting on council land follows a ‘right place, right tree, right reason’ protocols and will include local consultation which takes into account equality consideration. Largely this ensuring that tree planting does not unduly make places feel less safe, does not unduly restrict physical access, and that measures are in place to maintain trees to prevent them from being a hazard to the population in general but particularly some people with disability.</p> <p>The Bristol tree strategy will define Principles for planting and management of trees relevant to all land owners (to be adopted or not at choice by such land owners) – these Principles largely will come down from the existing <a href="#">West of England Tree and Woodland Strategy</a> – ‘the Forest of Avon Plan’</p> <p>Bristol City Council’s tree management policies (published) are being reviewed alongside the development of a Bristol Tree Strategy -these policies set out minimum standards for how we manage BCC trees in public spaces – including consideration of how people with protected characteristics may be affected by trees.</p>	

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
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<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

### 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

The Bristol Tree Strategy will be a high level document setting out priorities for the management and planting of trees in the city and how organisations and people can get involved. Groups representing protected characteristics will be invited to participate in stakeholder workshops designed to develop the strategy.

### 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

A citizen facing questionnaire is planned to invite thoughts / concerns about planting more trees and what concerns people might have about existing trees. The data will allow analysis of comments by people / groups with protected characteristics.

Stakeholder workshops are planned to develop the strategy – the invitation will extend to groups representing protected characteristics.

Specific tree planting proposals would be subject to a local consultation.

### 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

As above

## Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010.

Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://www.sharepoint.com)

### 3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS</b> (highlight any potential issues that might impact all or many groups)	
Tree planting has the impact to be positive and negative – depending on what gets planted where and how the community are involved. Negative tree planting is when too many trees are planted in a public space that makes access difficult and makes the space feel unsafe. Good tree planting is where drab unwelcoming spaces are improved by adding greenery and structure, where trees provide welcome shade and attract wildlife making space more vibrant and more attractive to spend time in – making places well used. There is always a balance and with expectations to make space for nature -including re-connecting fragmented woodland habitat through tree planting – then some public spaces will look different and be more treed than current. Mitigations can include keeping trees back from footpaths and desire lines, maintain key view to ensure natural surveillance. There is a desire to plant more street trees – putting trees in pavements and in the road (pavement edge mostly. Built in standards ensure that pavements that are too narrow (less than 2 m wide) would not be suitable. Otherwise, a design led approach ensures that new trees are spaced reasonable with no trip hazards to maintain access.	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	None
Mitigations:	Young people will be involved in tree planting and management through One Tree Per Child
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Concern about slippery surfaces due to leaves
Mitigations:	Location and species of tree planted. Maintenance programmes
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Trees blocking pavements. Leaves making surfaces slippery. Low branches
Mitigations:	Design led and consultative approach to tree planting. Minimum maintenance standards
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Trees that make places feel less safe due to lack of natural surveillance
Mitigations:	Design led and consultative approach, not planting right up to footpaths, maintain some open space
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Not aware of any specific impact
Mitigations:	n/a
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Not aware of any specific impact
Mitigations:	n/a
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Not aware of any specific impact
Mitigations:	n/a
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Evidence shows that some minority ethnic groups are less likely to visit park and green space where 'more natural' maintenance regimes can make spaces look 'untidy' and hence are perceived as less safe.

Mitigations:	Design led and consultative approach. Management of vegetation to ensure that parks and green spaces are welcoming to all.
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Not aware of any specific impact
Mitigations:	n/a
<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Areas can be improved by tree planting.
Mitigations:	Design led and consultative approach.
<b>Carers</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Not aware of any specific impact
Mitigations:	n/a
<b>Other groups</b> [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	Not aware of any specific impact
Mitigations:	n/a

### 3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

Not specifically, beyond good tree planting that involved communities can make a significant difference to the look and feel of neighbourhoods -where planting and caring for trees can be great for social cohesion.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

**Summary of significant negative impacts and how they can be mitigated or justified:**

The Bristol Tree Strategy needs to address any concerns by people with protected characteristics – to be explored in the questionnaire and stakeholder workshops. Ultimately tree planting is by design based on principles and considerations – including consulting people locally.

**Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:**



The tree strategy will promote tree planting in areas where there is a deficit of nature, where urban heat stress risk is greater and in more deprived areas where a lack of trees makes places less inviting to spend time in.

## 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Invite groups representing special characteristics to stakeholder workshops	Richard Ennion	From now, ongoing

## 4.3 How will the impact of your proposal and actions be measured?


How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

The tree strategy will be periodically reviewed.

Feedback on consultation will identify whether there is ongoing concern about tree planting proposals – to argue a review.

## Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director<sup>1</sup>.

<b>Equality and Inclusion Team Review:</b> <i>Reviewed by Equality and Inclusion Team</i>	<b>Director Sign-Off:</b>  Patsy Mellor, Director Management of Place
Date: 9/11/2022	Date: 10/11/2022

<sup>1</sup> Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.