

# Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2023)

## Endorsement of White Rose Forest Strategic Plan (2025-2050)

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email [communications@northyorks.gov.uk](mailto:communications@northyorks.gov.uk).



যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

**Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.**

Name of Directorate and Service Area	Environment / Parks & Grounds
Lead Officer and contact details	Jon Clubb – Head of Parks & Grounds <a href="mailto:Jonathan.clubb@northyorks.gov.uk">Jonathan.clubb@northyorks.gov.uk</a>
Names and roles of other people involved in carrying out the EIA	Helen Arnold – Tree & Woodlands Manager <a href="mailto:Helen.Arnold@northyorks.gov.uk">Helen.Arnold@northyorks.gov.uk</a>
How will you pay due regard? e.g. working group, individual officer	Officer – management team
When did the due regard process start?	23 October 2025

**Section 1. Please describe briefly what this EIA is about.** (e.g. are you starting a new service, changing how you do something, stopping doing something?)

A new Strategic Plan has been developed and approved by the White Rose Forest partnership, and the report seeks North Yorkshire Council's endorsement of the White Rose Forest Strategic Plan (2025-50).

**Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it?** (e.g. to save money, meet increased demand, do things in a better way.)

The White Rose Forest is the Community Forest for North and West Yorkshire. It is a partnership of local and combined authorities, national park authorities and national landscape organisations, Department for Environment, Food & Rural Affairs (Defra) organisations, alongside national, regional and local charities, businesses and community enterprises.

The White Rose Forest Strategic Plan (2025-50) is the long-term strategic document governing development of the White Rose Forest, setting out the partnership's vision, aspirations and targets for tree and woodland establishment and management in North and West Yorkshire.

A set of Strategic Objectives have been developed and include:

- Expand the area of trees and woodland and improve connectivity.
- Protect and restore more trees and woodland.
- Engage more people, communities and businesses in the planning, designing, planting, management and use of trees and woodland.
- Promote the transformative role of trees and woodland.
- Grow the impact and sustainability of the White Rose Forest partnership.

### **Section 3. What will change? What will be different for customers and/or staff?**

Successful delivery of the Strategic Plan will provide a wide range of direct and indirect (and often multiple) benefits for: business; the environment; nature; and communities.

As an active partner, North Yorkshire Council (NYC) will have continued access to funding, knowledge and expertise offered from the partnership. As the largest local authority (by geography) in England, NYC can use its influence in the enhancement and creation of tree canopy cover.

### **Section 4. Involvement and consultation** (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

The White Rose Forest partnership has led on the development of the White Rose Forest Strategic Plan (2025-50) and hence the engagement of stakeholders, which has taken place throughout the Strategic Plan development process, in many different ways, facilitating place and thematic input, including from:

- White Rose Forest District Groups
- Catchment Partnership workshops
- Green Streets workshop
- Ancient Woodland sub-group
- Local Nature Recovery Strategy (x2) involvement
- Community Engagement project
- Data and Mapping workshops

A Public Engagement survey ran from 6 to 28 January 2025, comprising a number of multiple choice or rating / ranking type questions, with just over 300 responses received.

### **Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?**

Please explain briefly why this will be the result.

The White Rose Forest partnership can deliver significant financial benefits, enabling the council to access external funding to deliver local priorities, reducing the burden on resources. For example, in 2023/24 and 2024/25 the council was allocated £55,527 and £103,484 respectively for tree planting on Council owned land across the county.

<b>Section 6. How will this proposal affect people with protected characteristics?</b>	<b>No impact</b>	<b>Make things better</b>	<b>Make things worse</b>	<b>Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.</b>
Age	X			
Disability	X			
Sex	X			
Race	X			
Gender reassignment	X			
Sexual orientation	X			
Religion or belief	X			
Pregnancy or maternity	X			
Marriage or civil partnership	X			
<b>Section 7. How will this proposal affect people who...</b>	<b>No impact</b>	<b>Make things better</b>	<b>Make things worse</b>	<b>Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.</b>
..live in a rural area?	X			
...have a low income?	X			
...are carers (unpaid family or friend)?	X			
..... are from the Armed Forces Community	X			

<b>Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)</b>	
North Yorkshire wide	X
Craven	
Hambleton	
Harrogate	
Richmondshire	
Ryedale	
Scarborough	
Selby	
<b>If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.</b>	
N/A	

<b>Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.</b> N/A
--

<b>Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)</b>	<b>Tick option chosen</b>
<b>1. No adverse impact - no major change needed to the proposal.</b> There is no potential for discrimination or adverse impact identified.	X
<b>2. Adverse impact - adjust the proposal</b> - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
<b>3. Adverse impact - continue the proposal</b> - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
<b>4. Actual or potential unlawful discrimination - stop and remove the proposal –</b> The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
<b>Explanation of why option has been chosen.</b> (Include any advice given by Legal Services.)  The Equalities Impact Assessment has identified that by endorsing the White Rose Forest Strategic Plan (2025-2050) there would be no adverse impacts anticipated from the proposal.	

<b>Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)</b>
---

As a member of the Partnership arrangements will be monitored and reviewed regularly through a 5-year delivery plan.

**Section 12. Action plan.** List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements

**Section 13. Summary** Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The Equalities Impact Assessment has identified that by endorsing the White Rose Forest Strategic Plan (2025-2050) there would be no adverse impacts anticipated from the proposal. Delivery of the Partnership's work will be via a 5-year delivery plan that will be reviewed regularly.

**Section 14. Sign off section**

This full EIA was completed by:

**Name: Jon Clubb**  
**Job title: Head of Parks & Grounds**  
**Directorate: Environment**  
**Signature: Jon Clubb**

**Completion date: 23 October 2025**

**Authorised by relevant Assistant Director (signature):**

**Date:**