



Oxfordshire County Council
Equalities Impact Assessment

Biodiversity Action Framework and Action Plan

5th September 2025

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Section 1: Summary details

Directorate and Service Area	Environment and Highways, Landscape and Nature Recovery Team
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Biodiversity Action Framework and Biodiversity Action Plan
Is this a new or existing function or policy?	New policy
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>The Biodiversity Action Framework and Biodiversity Action Plan set out policies and actions relating to how the Council can conserve and enhance biodiversity, in line with its legal obligation to do so. The requirements relate to the Council's own activities.</p> <p>The policies do not bias, discriminate or unfairly disadvantage individuals or groups within the community. Positive impacts are identified in relation to addressing inequalities in access to nature, particularly in relation to areas of deprivation. In relation to wider impacts; policies are introduced which apply across Council services; positive impacts are identified in relation to staff, through policies to improve skills, tools and culture in relating to the conservation and enhancement of biodiversity.</p>
Completed By	Rebecca Micklem
Authorised By	Teresa Kirkham
Date of Assessment	9.9.25

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>The Biodiversity Action Framework and Action Plan have been produced to fulfil the Council's obligations to conserve and enhance biodiversity under the strengthened biodiversity duty introduced by the Environment Act 2021.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The Biodiversity Action Framework and Action plan introduces a wide range of policies and associated actions to support the Council in conserving and enhancing biodiversity. This fulfils a legal requirement under the Environment Act 2021, but also supports the Oxfordshire Environmental Principles and delivery of a range of the Council's Corporate Priorities. The policies and actions have been developed through internal consultation with Council staff.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that</p>	<p>Information was gathered from across Council services through an online Lunch and Learn and an internal survey on Let's Talk; this was collated in the Initial Considerations Report. The report was presented to and discussed at Directorate Leadership Team meetings in early 2024 as a first step in informing development of the Biodiversity Action Framework and Action Plan.</p>

<p>supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	<p>Throughout 2024 and 2025 ongoing dialogue with relevant teams and data gathering (see Biodiversity Action Report 2024) has refined the potential actions identified in the Initial Considerations report to inform development of the Framework and Action Plan. Drafts of the documents were consulted on internally through a Let's Talk survey and direct discussions with relevant teams between April and July 2025.</p>
<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>Doing nothing is not an option, since the Framework and Action Plan have been developed to fulfil a legal obligation. Initial consideration of actions was developed through consultation across Council service areas and refined through consultation and direct discussion with relevant teams.</p>

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis on age.			
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis of disability.			

Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis on the basis on gender reassignment.			
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis on the basis of marriage and civil partnership.			

Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis on the basis of pregnancy and maternity.			
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis on the basis of race.			

Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis on the basis of sex.			
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis on the basis of sexual orientation.			

Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage individuals or groups on the basis on the basis of religion or belief reassignment.</p>			
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Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage rural communities.			
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias, discriminate or unfairly disadvantage armed forces.			
Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Framework identifies how the Council will conserve and enhance biodiversity in relation to its own activities. There are no policies or actions introduced that bias,			

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (* Job Title, Organisation)	Timescale and monitoring arrangements
				discriminate or unfairly disadvantage carers.			
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Policies are introduced which seek to address inequalities in access to nature in areas of deprivation.			

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The documents introduce policy to further embed action for biodiversity across the Council through improving skills, tools and culture. Actions include increasing in-house ecological staff and volunteer capacity, as well as development of staff biodiversity champions, and tailored training for staff.			
Other Council Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policies and actions are intended to identify how the Council can conserve and enhance biodiversity across its service areas.			
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Policy is introduced to ensure we seek to conserve and			

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
				enhance biodiversity through our procurement processes.			

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	
Person Responsible for Review	
Authorised By	