

Draft Forest of Bowland National Landscape Management Plan (2026-2031)

Equality Impact Assessment (EqIA)

Introduction



**Forest of
Bowland
National
Landscape**

Section 149 of the Equality Act (2010)^{1} introduced the Public Sector Equality Duty. This statutory duty requires public bodies, and others carrying out public functions, to consider how their policies, practices and activities have "due regard" for people with protected characteristics.

They must publish information to show their compliance with the three aims of the Public Sector Equality Duty, which are to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a protected characteristic and those who don't; and
- foster good relations between groups who share protected characteristics and those who do not share them which can be understood as community cohesion

Protected Characteristics

The protected characteristics covered by the Equality Act and Public Sector Equality Duty are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership status

Evidence Baseline and Demographic Data

The main sources of the data included below are the Defra Protected Landscapes Targets and Outcomes Framework data release, based on information from Census 2021.

It is acknowledged that there are gaps in the evidence base across areas of social and economic activity in the Forest of Bowland. For example, Measure 12E in the draft management plan addresses the need for more research and statistical data gathering in relation to Bowland's visitor and economic profile. Individual community engagement programmes may need targeted evidence gathering prior to delivery.

Population

The Forest of Bowland National Landscape has a population of 17,500, with a density of 22 people per km², significantly below the national average of 278 people per km². Across the 34 National Landscapes in England, Forest of Bowland contains the 17th largest population.

Source: Defra PLTOF data release, based on information from Census 2021

Age distribution

The average age for people living within the Forest of Bowland NL is 46. The average age for National Landscapes is 47. The average age for England is 41.

Source: Defra PLTOF data release, based on information from Census 2021

Estimated population percentage age distribution within the Forest of Bowland National Landscape:

Age Range	%
0-9	7.9
10-19	12.5
20-29	7.5
30-39	8.5
40-49	10.3
50-59	16
60-69	17
70-79	13
80 and above	7.4

Source: figures derived from ONS 'best fit' data

Sex

Data for the Forest of Bowland National Landscape show that 50.2 % of the population are female and 49.8% are male.

Source: figures derived from ONS 'best fit' data using ONS – Mid-year estimates

Ethnicity

A breakdown of the ethnicities for population living within the Forest of Bowland NL compared with other National Landscapes and England can be found in the table below.

All values are rounded to the closest 1% so figures may not add up to 100%.

	Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean, African	Mixed, Multiple Ethnic Groups	White	Other Ethnic Groups
Forest of Bowland	1%	0%	1%	98%	0%
Protected Landscapes (ave)	1%	0%	2%	96%	0%
England	10%	4%	3%	81%	2%

Source: Defra PLTOF data release, based on information from Census 2021

Indices of deprivation

A breakdown of the proportion of the population of the Forest of Bowland NL living within each of the Index of Multiple Deprivation (IMD) deciles can be found in the table below.

Decile	Decile Description	Proportion of the population living within the decile
1	10% most deprived	0%
2	10% - 20%	0%
3	20% - 30%	0%
4	30% - 40%	0%
5	40% - 50%	8%
6	50% - 60%	19%
7	60% - 70%	29%
8	70% - 80%	19%
9	80% - 90%	24%
10	10% least deprived	1%

The average deprivation decile for the Forest of Bowland National Landscape is 7, meaning that the modal population within the national landscape is within the top 40% of least deprived areas nationally. In England, the data suggest that the majority of the population fall within the top 40-50% of the index.

However, there are a number of IMD lower super output areas within a 2km radius of the National Landscape boundary that are with the top 10% and top 20% most deprived nationally.

Source: Defra PLTOF data release, based on information from Census 2021; DLUHC 2024

Disability

Using ONS 'best fit' data based on Census 2021 data, 15% of people in the Forest of Bowland NL self-identified as having a disability. The percentage for England is 17.3%

Average Earnings

The average earnings per calendar month (PCM) of the population living within the Forest of Bowland National Landscape is £2,150, this is below the National Landscapes (£2,300) and England (£2,350) averages.

Source: Defra PLTOF data release, based on information from Census 2021; ONS

Equality Impact Assessment Process

Assessing the Impacts

There is a set of "core principles" running throughout the Draft Forest of Bowland National Landscape Management Plan, which form a framework to guide policy and practice in Bowland, promoting ecological integrity, community well-being and economic sustainability. These "core principles" include:

Access for everyone:

Everyone should have the opportunity to responsibly access and enjoy Bowland's natural beauty. This will need some barriers to be addressed, such as improving access infrastructure, and broadening the ways in which nature and heritage are promoted. In the provision of access infrastructure, the most accessible option should always be used. Not all barriers are physical, and this plan promotes work towards recognising and removing those that may also be cultural, social, attitudinal and/or organisational.

Engagement and Inclusion:

It is vital that both resident and neighbouring communities to Bowland have the awareness and opportunity to be fully and meaningfully involved in activity and decision making. In some cases, this will involve providing additional support to communities to become engaged. This plan promotes active engagement and inclusion in all areas of work.

In relation to the Draft Forest of Bowland National Landscape Management Plan, the purpose of the EqIA is to assess whether the outcomes and measures in the plan may have an impact on people within any of the protected characteristics groups. These impacts could be:

Positive – where the impact may be beneficial to one or more groups with protected characteristics. (Marked P in the table below.)

Negative/adverse – where the impact could disadvantage one or more groups with protected characteristics. (Marked N in the table below.)

Neutral – where the impact is considered to have no effect on groups with protected characteristics (Marked (-) in the table below.)

EqIA Screening

Management Plan Outcomes and Measures			Protected Characteristics									Decision Notes
			Age	Disability	Gender reassignment	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Marriage and Civil Partnership	
Nature Recovery 3. Woodlands	3A	Management & UKFS	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	- No negative impacts for groups with protected characteristics can be identified in the measures under the Nature Recovery: Woodlands outcome.
	3B	Atlantic, temperate & ancient woodland plans	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	3C	Natural solutions to climate change	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	3D	Veteran trees	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	3E	Facilitate natural expansion	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	3F	Parkland, wood pasture & agro-forestry	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	3G	Aftercare of planting	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	3H	Ground flora disturbance	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	3I	Future woodland resilience	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
Nature Recovery 4. Grasslands	4A	Existing scarce grasslands in good condition	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	- No negative impacts for groups with protected characteristics can be identified in the measures under the Nature Recovery: Grasslands outcome. - Resources/approaches used as part of the awareness campaign (4C) should be assessed for accessibility. This could have positive impacts on age, disability and race if designed appropriately.
	4B	Expand & connect	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4C	Awareness campaign	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4D	Roadside verges	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4E	Regen farming & MSO	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4F	Nature Friendly Farming	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4G	Purple moor grass & rush pasture	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4H	Floodplain meadows & CHEGD grasslands	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4I	SAC/SSSI upland meadows	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4J	Farm/estate greenhouse gas emissions	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	4K	National Estate for Nature	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
Nature Recovery 5. Rivers/Water	5A	Maintain/create/expand wetland habitats	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	- No negative impacts for groups with protected characteristics can be identified in the measures under the Nature Recovery: Rivers & Water outcome.
	5B	Regulatory powers/advice	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	5C	Resilience to climate change	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	5D	INNs	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	5E	Restore natural processes	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	5F	Ponds, scrapes & dams	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	

Management Plan Outcomes and Measures			Protected Characteristics									Decision Notes
			Age	Disability	Gender reassignment	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Marriage & Civil Partnership	
Nature Recovery 6. Champion Spp	6A	Thriving wading birds	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	- No negative impacts for groups with protected characteristics can be identified in the measures under the Nature Recovery: Champion Species outcome.
	6B	Propagating globeflower ...	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	6C	Homes for nature	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	6D	Propagating juniper	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	6E	Black grouse surveys etc	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	6F	Raptor persecution	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	6H	Waxcaps & hard-fern	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	6I	Landscape scale measures	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
People Access & Rec 7.	7A	Maintain & enhance PROW	P	P	(-)	P	(-)	(-)	(-)	(-)	(-)	- Measures 7B, 7C, 7E and 7G aim to improve (and promote) access opportunities for a wider range of people, including those who may be less mobile (e.g. older people/people with pushchairs), those with physical and mental health disabilities and underrepresented communities
	7B	A4A routes & facilities	P	P	(-)	P	(-)	(-)	(-)	(-)	(-)	
	7C	Enhance key routes beyond minimum standard	P	P	(-)	P	(-)	(-)	(-)	(-)	(-)	
	7D	Permissive routes	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	7E	Manage countryside sites for wider range of people	P	P	(-)	P	(-)	(-)	(-)	(-)	(-)	
	7F	Countryside code etc	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	7G	Improve access promotion	P	P	(-)	(-)	P	(-)	(-)	(-)	(-)	
	7H	FOG, fire plans & awareness	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	7I	Climate change resilience	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
People E & U 8.	8A	Inviting communications	P	P	(-)	(-)	P	(-)	(-)	(-)	(-)	- Communications / interpretation (8A, 8D) should be assessed for accessibility. Use of digital information may positively impact less mobile older people/young people without private transport and some people with disabilities, providing virtual access. - Some events (8D) will be targeted towards certain protected characteristics, such as age / disability.
	8B	Events celebrating Bowland	P	P	(-)	(-)	P	(-)	(-)	(-)	(-)	
	8C	Interpret special qualities	P	P	(-)	(-)	P	(-)	(-)	(-)	(-)	
	8D	Inclusive events	P	P	(-)	P	P	(-)	(-)	(-)	(-)	

Management Plan Outcomes and Measures			Protected Characteristics									Decision Notes
			Age	Disability	Gender reassignment	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Marriage & Civil Partnership	
People L & Skills	9A	Educational visits	P	P	(-)	(-)	P	(-)	(-)	(-)	(-)	<ul style="list-style-type: none"> - Supporting educational visits and associated travel (measures 9A & 9C) may positively impact young people, people with disabilities and people from underrepresented communities - Providing lifelong learning opportunities (measure 9D) may positively impact older people. - Apprenticeships/traineeships (measure 9G) may positively impact young people.
	9B	Support for teachers	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	9C	Support group travel costs	P	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	9D	Lifelong learning	P	P	(-)	(-)	P	(-)	(-)	(-)	(-)	
	9E	Citizen science	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	9F	Skills for components of natural beauty	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	9G	Establish career pathways	P	P	(-)	P	(-)	(-)	(-)	(-)	(-)	
People H & W	10A	Targeted support for specific barriers	P	P	(-)	(-)	P	(-)	(-)	(-)	(-)	<ul style="list-style-type: none"> - Measure 10A includes, but is not limited to, people with physical disabilities, mental health issues and neurological conditions - Measure 10C targets wider communities, and could potentially positively impact numerous protected characteristic groups
	10B	Collaboration across sectors	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	10C	Community health & wellbeing opportunities	P	P	P	P	P	P	P	P	P	
Place Env/Cultural Heritage	11A	Use planning to resist piecemeal erosion	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	<ul style="list-style-type: none"> - 11F could potentially have positive impacts for people of different ages. Ensure projects carried out under measures 11I are representative of traditions/stories from a wide cross-section of communities.
	11B	Ensure no adverse impact beyond planning system	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11C	Agri-environment & other incentives	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11D	Heritage at Risk	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11E	Redundant historic structures	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11F	Community-led archaeology	P	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11G	Heritage at Risk register resourcing	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11H	Local building materials	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11I	Local traditions, stories & crafts	P	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11J	Collaborative projects	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	11K	Listed Building status awareness	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	

Management Plan Outcomes and Measures			Protected Characteristics									Decision Notes
			Age	Disability	Gender reassignment	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Marriage & Civil Partnership	
Place Regen Tourism	12A	Public transport and active travel	P	P	(-)	P	(-)	(-)	P	(-)	(-)	- Improvements to public transport (measure 12A) may positively impact younger people and some older people, pregnant people, people with certain disabilities, who may be less likely to drive. It may also positively impact women, who are more represented amongst non-car drivers.
	12B	Collaborative projects	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	12C	Networking & training for businesses	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	12D	Community-led projects for community benefit	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	12E	Research & statistical data for future development	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
Place Community	13A	Retain access to services	P	P								Access to services (13A) includes shops/health care etc, which may positively impact older people and those with disabilities. - Improvements to public transport (measure 13D) may positively impact people in protected characteristics groups as in 12A. Volunteering opportunities (13E) should be made as inclusive as possible and, where possible, adapted for age/disability
	13B	Funding, support & advice for community projects	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	13C	Support community activity to reduce greenhouse gas emissions	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	
	13D	Public transport & active travel	P	P	(-)	P	(-)	(-)	P	(-)	(-)	
	13E	Rewarding volunteering opportunities	P	P	(-)	(-)	(-)	(-)	(-)	(-)	(-)	

Screening Conclusion

The Forest of Bowland National Landscape Management Plan (2026-2031) aims to guide the protection, conservation and enhancement of the natural and cultural heritage of the Forest of Bowland, promote the sustainable social and economic development of the area, particularly where this conserves and enhances the environment, and encourage enjoyment of the area where this is consistent with the purpose of designation.

Following the screening process, it is considered that the outcomes and measures of the draft Management Plan are neutral overall or, in some cases, will have a positive effect on groups with protected characteristics.

Improvements to physical infrastructure and virtual access, removal of barriers (both physical and non-physical), events and programmes targeting specific groups, and inclusive communications and interpretation could particularly benefit the protected characteristics of age, disability and pregnancy & maternity, although may also have a positive impact on people with other protected characteristics.

It is recognised that these impacts will need monitoring where practicable and this should be built into programme design.

Should any outcomes or measures undergo material change following public consultation of the draft Management Plan, these will be re-screened in terms of this Equality Impact Assessment.

{1} [Equality Act 2010](#)