

Equality Impact Assessment (EqIA)

Please refer to the [Equality Impact Assessments \(EQIAs\)](#) form for details on how to complete.

The aim of an equality impact assessment is to consider the equality implications of any decision (e.g. new or revised policy, process, project, function, or service) on different groups of people including employees and customers. This document helps to evaluate whether the decision may inadvertently disadvantage groups of people and identify ways to avoid discrimination and proactively advance equality.

1. Details of the proposal

Name of the proposal:	Adoption of Revised Non-Infrastructure Habitat Mitigation (SAMM) Contributions
Version number:	1.0
Does this proposal impact on people?	Choose an item: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Explain your answer whether 'yes' or 'no'	The proposal relates solely to updating developer contribution rates used to fund Strategic Access Management and Monitoring (SAMM) measures. These contributions are technical, regulatory mechanisms required under the Conservation of Habitats and Species Regulations to ensure habitat protection. They do not relate to service delivery, eligibility, access to facilities, or decision-making affecting individuals or groups of people. No impacts on people with protected characteristics have been identified.
Is this a new or existing policy/project/service?	Choose an item: <input checked="" type="checkbox"/> New <input type="checkbox"/> Existing
Person responsible for the proposal:	Head of City Development
Person responsible for the EqIA (if different to above)	Head of City Development
Proposal start date:	01/04/2026

When will this proposal be implemented?	01/04/2026
Briefly describe the aims and objectives of the proposal	To adopt updated SAMM contribution rates so the Council can continue to meet its statutory duty to ensure that residential development does not have an adverse effect on internationally designated habitats. The revised rates ensure that SAMM activities are fully funded and legally robust.
What are the anticipated outcomes of the proposal?	<ul style="list-style-type: none"> • Continued legal compliance with the Habitats Regulations • Adequate resourcing for non-infrastructure habitat mitigation • Transparent and up-to-date developer contribution requirements
Who is likely to be affected by the proposal?	You can select multiple options: <input type="checkbox"/> Staff <input type="checkbox"/> Service users <input checked="" type="checkbox"/> Wider community
How are they likely to be affected?	No direct impacts. The wider community indirectly benefits from the protection of internationally designated habitats.
Is this proposal going to be approved by SMB, Executive or Council?	Select: <input type="checkbox"/> SMB <input checked="" type="checkbox"/> Executive <input type="checkbox"/> Council
When is the proposal going to SMB, Executive or Council?	17/03/2026

3. [Consultation & Engagement](#)

You will nearly always need to involve and consult with stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal. This should include the individuals/groups who are affected by your proposal. Any proposal for consultation or engagement must be done via the [Consultation and Engagement Form](#).

How are you communicating with the individuals/teams who are affected by your proposal?

You can select multiple options:

- Social media
- Focus groups
- Website
- Mail drop
- Via community group
- Other (please describe): The proposal is technical in nature and does not change access to services, policies affecting people, or operational practices. A full public consultation is not required. SAMM contribution revisions were considered by the South East Devon Habitat Regulations Executive Committee (HREC). No equality-related issues were raised or identified.

4. Impacts on People

How will the proposed change affect people with protected characteristics? Make sure that you assess the impact based on evidence.

- Who will benefit, who won't, who can access, who can't access, who is at an advantage, who is at a disadvantage?
- What evidence has been used for this assessment? For example, employee diversity data, national statistics, customer survey, feedback etc. [Sources of equality data](#) are available on Sharepoint. (Please don't include any information that risks identifying people such as names, or the diversity data, if less than six people).

Note: You can copy and paste more rows underneath each protected characteristic if there is more than one impact

How will this proposal affect people with protected characteristics?	Identify Impact:	Why will it have this effect? Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
Age	No Impact	Financial contributions by developers do not affect age groups differently.

How will this proposal affect people with protected characteristics?	Identify Impact:	Why will it have this effect? Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
Disability: including sensory, mobility, mental health, neurodiversity, long term ill health	No Impact	No change to physical environments, service access, or communication.
Gender reassignment	No Impact	No differential effect identified.
Marriage and Civil partnership (work related only)	No Impact	Not relevant to the proposal.
Pregnancy & Maternity	No Impact	No effect on access or outcomes.
Race: including ethnic origin, nationality/national origin	No Impact	No differential impact; proposal relates to developer contributions only.
Religion or Belief	No Impact	No relevance to the contribution rate changes.
Sex	No Impact	No differential impact identified.
Sexual Orientation	No Impact	Not affected by habitat mitigation contribution rates.
Intersectionality: Could this proposal have an impact on people who have a combination or intersection	No Impact	No impacts arising for people with intersecting protected characteristics.

How will this proposal affect people with protected characteristics?	Identify Impact:	Why will it have this effect? Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
of two or more characteristics?		

7. Outcome of Assessment

Select one of the following options:	Tick the relevant box
No barriers identified, proceed with proposed change.	<input checked="" type="checkbox"/>
Adjust the proposal/policy to remove barriers identified by the EqIA.	<input type="checkbox"/>
Continue with the proposal/policy despite potential for adverse impacts.	<input type="checkbox"/>
Stop the proposal/policy as there are adverse impacts that cannot be prevented/mitigated or justified.	<input type="checkbox"/>
Please explain why the option has been chosen: This proposal introduces or amends technical financial contributions paid by developers. It has no equality implications and does not impact individuals or groups with protected characteristics.	

8. Action Plan

Considering the impacts, you have identified above, please detail any actions you will need take to remove barriers, eliminate negative impacts or maximise opportunities. (Add more rows if required). If an action is to meet the needs of a particular protected group please specify this. These actions should be included in your Service Plan.

Action(s) to be taken.	Expected Outcomes	Responsible Person	Timescale	Progress	Complete
No actions are required because no impacts have been identified.					

9. Monitoring

How will you monitor the impact of your proposed change once it has been implemented? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

This EQIA will be reviewed if:

- the SAMM framework changes;
- mitigation measures change in ways that might affect public access;
- evidence emerges of differential impacts.

A scheduled review is recommended in 2029 (aligned with the typical 3–5 year review cycle for planning-related EqIAs).

