

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:	Devon Local Nature Recovery Strategy (ECC to indicate that it is content for DCC to publish the Strategy)
Version number:	1
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 Strategy is about restoring nature – no human impacts
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:	Devon County Council is the Responsible Authority
Person responsible for the EqIA (if different to above)	Mark Pearson (Principal Officer, Urban Design and Landscape)
Proposal start date:	19/02/2026
When will this proposal be implemented?	08/04/2026
Briefly describe the aims and objectives of the proposal	

	To publish a web-based strategy that provides an evidence base, tool and resource for promoting the restoration of habitats and species in the geographical area of Devon (inc. Plymouth and Torbay)
What are the anticipated outcomes of the proposal?	Greater abundance of flora and fauna including rare and endangered habitats and species.
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?	They are more likely to encounter and experience wildlife and nature.
Is this proposal going to be approved by SMB, Executive or Council?	Select: <input type="checkbox"/> SMB <input checked="" type="checkbox"/> Executive <input checked="" 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](#).

<p>How are you communicating with the individuals/teams who are affected by your proposal?</p> <p>You can select multiple options:</p> <input type="checkbox"/> Social media <input type="checkbox"/> Focus groups <input type="checkbox"/> Website <input type="checkbox"/> Mail drop <input type="checkbox"/> Via community group
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Other (please describe):

Devon have conducted a public consultation on the Strategy, no comments about inequalities were raised.

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	
Disability: including sensory, mobility, mental health, neurodiversity, long term ill health	No Impact	
Gender reassignment	No Impact	
Marriage and Civil partnership (work related only)	No Impact	
Pregnancy & Maternity	No 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?
Race: including ethnic origin, nationality/national origin	No Impact	
Religion or Belief	No Impact	
Sex	No Impact	
Sexual Orientation	No Impact	
Intersectionality: Could this proposal have an impact on people who have a combination or intersection of two or more characteristics?	No Impact	

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"/>
<p>Please explain why the option has been chosen: The strategy has no impacts on the protected characteristics.</p>	

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
Review this impact assessment after a period of 5 years post-publication	Any unforeseen impacts can be identified	Ecology Officer	2031		

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.

Review in 2031