

Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes and other resources, available on the [intranet](#)



Version	1	Date Completed	23/01/2025
Description of what is being impact assessed			
East Devon's residents' potential discrimination and/or disadvantage as a result of the proposed Wildlife Improvement policy and the associated implementation of practices in their maintenance and management.			
Evidence			
What data/information have you used to assess how this policy/service might impact on protected groups?			
<p><i>Further information is available at Equality data.</i></p> <p>StreetScene's Horticultural Technical Officer has regularly reviewed the 2021 Census data for East Devon's residents as a whole since its publication, including the number and proportional representation of residents with protected characteristics. These data were then 'drilled into' to further review residents' protected characteristics in wards where Wildlife Improvement areas are located.</p> <p>These in-depth enquiries across the district informed the Officer about residents with represented and under-represented protected characteristics, which determined how Wildlife Improvement areas in each of those wards have the potential to impact residents possessing those characteristics; with the understanding, however, that any not all potentially negative impacts to residents being deemed to be unlawfully discriminative. This helped the Officer to fully consider how Wildlife Improvement areas, and the proposed policy that is intended to govern them and their management have the potential to be less safe and less accessible for such residents than traditionally managed green spaces managed by StreetScene.</p> <p>Public consultations were designed to meet the needs of the spectrum of residents who use these green spaces, and proposals to develop some Wildlife Improvement areas were abandoned after some public consultations, due to feedback from residents. However, it must be noted here that potentially impacting residents negatively on a more subjective, shorter-term basis on a micro scale by</p>			

developing Wildlife Improvement areas must be weighed against strategies that protect people from the objective dangers of climate change and continued biodiversity losses not being introduced during our climate and biodiversity crises on macro scales.

A summary document called 'East Devon Community Profile 2024' has been created by EDDC's Communications department, and was also used to assess how the Wildlife Improvement policy and its associated actions on the ground may impact residents' protected characteristics, to understand and take account of proportional variances in these characteristics.

The wards currently containing Wildlife Improvement areas are: Brixington, Littleham, Withycombe Raleigh, Halsdon, Sidford, Sidmouth Town, Seaton, Axminster, St Paul's, St Michael's, Budleigh Salterton, Colyton, Gittisham, Musbury, Woodbury, and Newton Poppleford & Harpford.

It is important to note, when referring to residents potentially being negatively impacted by Wildlife Improvement areas, that some negative impacts to residents resulting from transitioning traditionally maintained green spaces into Wildlife Improvement areas may exist, such as objections to Wildlife Improvement areas based on residents' objecting to how untidy they may feel those areas look when compared with the former stringent mowing regimes that helped to cause the biodiversity crisis we find ourselves in, where the UK has the highest biodiversity losses in Europe, and one of the highest in the world.

When any potential negative impacts lead to potential unlawful discrimination, efforts will be taken to mitigate or eradicate them, which is why subjectively negative impacts will not be considered as part of this Equality Impact Assessment. Instead, residents still holding these obsolete, micro-scale views will be targeted by engagement strategies that refer more to the macro scale of the endemic dangers we all face by climate change and biodiversity losses.

Who have you consulted with to assess possible impact on protected groups and what have they told you? If you have not consulted other people, please explain why?

There have not been specific consultations to exclusively gain insights about residents' protected characteristics across the district, but the equality and diversity monitoring forms attached to previous public consultations regarding Wildlife Improvement creation proposals captured residents' views/comments in association with their E&D/protected characteristics.

This Equality Impact Assessment has been shared with StreetScene's Operations Manager and Assistant Director, Countryside's Assistant Director, the Portfolio Holder for Coast, Country and Environment, and EDDC's Equalities lead. Their feedback was invaluable in the creation of this EqIA.

There are intentions for future Equality Impact Assessments as part of Wildlife Improvement policy reviews, if the policy is made formal, and wider consultations with help to further understand residents' protected characteristics in each area where a Wildlife Improvement area is located.

Analysis of impact on protected groups				
<p>The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. The Council also has a legal duty to have due regard to armed forces personnel when carrying out healthcare, housing and education functions. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, assess the likely outcome, before you have implemented any mitigation.</p>				
Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Age	<p>To prevent potential unlawful discrimination against residents based on their age, the Horticultural Technical Officer and the proposed Wildlife Improvement policy ensure that Wildlife Improvement areas are/will be located in areas to avoid impeding residents' access, and are located away from pavement areas, grass verges and near to street furniture. This fits in with the Devon Countryside Access Forum's point about green spaces not having to be fully accessible to provide health and well-being benefits to residents.</p> <p>Due to grounds teams regularly mowing the perimeters of Wildlife Improvement areas and, when appropriate for the location's characteristics, maintain pathways through Wildlife Improvement areas, residents are assessed as not being disadvantaged by these green spaces and, more importantly, are able to experience and be surrounded by these rare urban green spaces that encourage nature and wildlife, to positively impact their physical and mental health. Additionally, the installation of high-visibility and easy to read/interpret signage in priority areas inform, engage and educate residents as to the intentions of the green spaces, e.g., to attract much-needed wildlife into urban areas and to minimise environmental damage by dramatically reducing emissions from maintenance equipment.</p> <p>It can be seen from the 2021 UK Census data that East Devon has a much higher proportion of residents that are categorised into the higher end of this protected characteristic than the UK average, with all age categories in East Devon from '50-</p>	□	☒	□

	<p>54' being above the UK average, culminating in the '85 and over' age category being almost double the UK average, and the '70-74' age category being 50% more than the UK average. As a result, all age categories from birth to '45-49' are lower than the UK average for East Devon as a whole. This heavily skewed population structure towards the higher age categories means that a high proportion of older, non-economically active residents use StreetScene-managed green spaces across the district, and unlawful discrimination caused by negative impacts to residents in this characteristic by the actions of the policy and the implementation of strategies to manage and maintain these green spaces has been considered in depth.</p> <p>It would be discriminatory to associate residents' ages/age categories with their capacity to access, use and enjoy a green space. However, there exists the potential for a disproportionate impact on those who share the higher brackets of this protected characteristic, as opposed to those who do not, especially when increasing age is often linked with – but not exclusive to – declining health and/or disability. With regards to East Devon's residents as a whole (Census, 2021), those who identify as having 'poor health' and 'very poor health' are shown to be proportionally lower than the UK average, despite the high proportion of older residents, whilst residents who identify as being 'disabled under the Equality Act' are proportionally slightly higher than the UK average. The speculative implication is for residents with pre-existing disabilities living healthier lives in healthier communities than the UK average.</p> <p>Consideration has been given to the impacts of proposed changes to green spaces for elderly residents and whether changes will cause unlawful discrimination or disadvantage. When assessing traditionally maintained green spaces for transition to Wildlife Improvement areas, specific latest Census data have been considered for likely impacts to residents living in each of the 16 wards containing Wildlife Improvement areas, to build up an image of local demographics of green space users. Feedback from public consultations, in association with respondents' E&D data, help to strengthen considerations of protected characteristics.</p> <p>An example of a ward with a heavily skewed population structure towards upper age categories, the latest Census data for Budleigh Salterton, where there are 2 Wildlife Improvement areas, shows that residents there who identify by the age category as '85 and over' represent almost 3.5 times the UK average, and residents who identify</p>			
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	<p>as '75-79' are more than 2.5 times the UK average. As a consequence, the number of 'older' people potentially using relevant green spaces is very high, whilst children/young people potentially using green spaces in the ward is potentially very low. This fits in with Officer experiences in the ward's green spaces. Despite this skew, residents' safe access of Wildlife Improvement areas is at a high level due to these areas being located peripherally within the green spaces, and away from pavement areas and hard standing pathways. For residents who do choose to leave hard standing areas to experience Wildlife Improvement areas more, pathways are mown through them (when appropriate to their characteristics) and around them for residents' access and enjoyment. Consultations prior to Wildlife Improvement transitions are important across the district – but are essential in a ward such as Budleigh Salterton, where feedback from residents can help to locate/shape Wildlife Improvement areas. The public consultations for the 2 Wildlife Improvement areas in this ward involved using Budleigh Salterton Town Council to promote the proposed plans to the public on their noticeboard, on their website and at Council meetings, which enabled the consultations to be more inclusive to the high proportion of 'older' residents. Subsequent feedback helped Officers to make minor changes to proposed areas.</p> <p>Another example of skewed Census data for a specific ward in East Devon is that for Woodbury, where the age group '16-20' is presented as twice the UK average. Discrepancies such as these for specific wards could not be considered and mitigated without reference to reliable data sources.</p> <p>In April 2024, StreetScene's Horticultural Technical Officer worked in conjunction with EDDC's Comms team and Sidmouth Town Council to inform, engage and educate older residents across the district but also in/around Sidmouth. A joint press release was written about the benefits of Wildlife Improvement areas, with an emphasis on addressing the views of many older residents that mowing green spaces to prevent them from looking untidy is more important than trying to mitigate climate change and increase biodiversity. This press release was published on several District and Town Council and media sites, as well as in local newspapers that have a dedicated 'older resident' following. Feedback from Sidmouth Town Council, based on feedback they received from older residents as a result of the press release, was very positive.</p>			
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	<p>Possibly as a result of this, complaints about the subjective untidiness of Wildlife Improvement areas were a lot fewer in 2024.</p> <p>The 2025 Wildlife Improvement Communications Strategy that is currently (January 2025) being planned aims to help engage young people by targeting social media platforms that are used predominantly by young people, such as TikTok, and by making content/communications engaging, to connect young people with topics and causes they care about, such as what EDDC is doing to help redress climate change and biodiversity losses. The Communications team are targeted to use their social media management tool to analyse how effectively young people engage with posts, and to present ways to widen the reach, such as by presenting the posts on different platforms and scheduling engagements on different days or times of the day. This is the same with the district's older populations, where Facebook will be used more for engagement due to the platform's older demographic of users. Residents' Updates and press releases will also be used.</p> <p>Other engagement methods to directly target older and younger demographics in the Communications strategy will be to promote face-to-face events held by Parks & Gardens Officers, such as walks with nature or wildflower identification events, as well as Officers organising consultants to carry out group engagement events. Also, schools will be liaised with to inform, engage and educate young residents with regards to the importance of Wildlife Improvement areas, how they are managed and how crucial increases in biodiversity are monitored and recorded. Pupils at Seaton Primary School in were engaged with in this way in Wildlife Improvement areas local to the school in November 2024. Pupils from different year groups were engaged with by Officers about the importance of Wildlife Improvement areas. They sowed wildflower seeds in scarified sections of Wildlife Improvement areas to help improve biodiversity and, consequently, wildlife. Pupils and teachers are encouraged to return to the areas regularly throughout 2025 to monitor the development of the wildflower areas, and to use the areas as long-term teaching and engagement resources. As a consequence of the wildflower seed sowing, the improvement in how those green spaces will look to residents will help to change the negative perceptions some residents retain of those areas.</p>			
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	<p>Finally, it is important to note that residents possessing this protected characteristic are not unlawfully discriminated against/disadvantaged because of their personal views about Wildlife Improvement areas, such as having negative feelings about a Wildlife Improvement area because they are able to see one from their residence, or because they complain to StreetScene that Wildlife Improvement areas look untidy and should be mown. Any negative feelings residents have in this respect, regardless of the extent of their feelings, are not unlawful.</p> <p>Due to all of the above, assessment of the potential impacts to this protected characteristic are neutral.</p>			
Disability	<p>With regards to mitigation of negative impacts for residents with disabilities, Wildlife Improvement areas are designed to be located away/set back from main roads/lines if sight and are fully accessible to residents who are able to access regularly maintained green spaces, due to the Wildlife Improvement areas being regularly mown around and, where appropriate, pathways being regularly mown through them. Additionally, most Wildlife Improvement areas in regularly used green spaces are peripheral to the main sections of the park or garden, which enables residents with disabilities to decide whether or not to approach and access the areas designated to improve wildlife.</p> <p>With regards to social media posts, Parks & Gardens Officers have/will continue to post videos they make to engage and inform residents about Wildlife Improvement areas, and to use captioning to help get the message across to more people. Posts will be written in plain English, without technical wording or jargon, to be more accessible and understood, and emojis will be used to help with residents' comprehension. The Parks and Gardens email address will also be included in posts, and residents will be invited to contact Officers if they have any questions about posts or if they would like anything to be explained.</p> <p>The Wildlife Improvement policy takes into account Officers carrying out inclusive assessments to prevent negatively impacting upon or discriminating against residents with disabilities or those with limited mobility when proposing a Wildlife Improvement area. The health and safety of residents, along with their protected characteristics and</p>	⊗	□	□

	<p>their diverse representation, will take priority when assessing green spaces for transition.</p> <p>Officers are currently (January 2025) planning to adapt former signage in Wildlife Improvement areas to make the text larger and make the colouring more vivid/easier to pick out from the background by residents with vision impairments. Also, imagery – a universal language – will be used to good effect to highlight the different wildlife species that are helped by these green spaces, with different signs focusing on specific pollinators.</p> <p>The addition of braille and information in other languages on signage is currently being considered in Wildlife Improvement areas that are located in popular green spaces that have disabled access/facilities, to increase inclusion and to promote communication more widely.</p> <p>Due to all of the above, assessment of the potential impacts to this protected characteristic are neutral.</p>			
Gender re-assignment	<p>This protected characteristic is considered not to be relevant to the Wildlife Improvement policy and the management and maintenance of those green spaces, due to direct discrimination being relevant to the workplace, and indirect discrimination being relevant to an organisation having a particular policy or way of working that puts people with the protected characteristic of gender reassignment at a disadvantage, which is also not the case with Wildlife Improvement areas or the Wildlife Improvement policy.</p> <p>Future policy reviews and revisions to Equality Impact Assessments will continue to look for the relevance of this protected characteristic, and mitigations will be put in place, if discovered.</p> <p>Due to the above, assessment of the potential impacts to this protected characteristic are neutral.</p>	□	☒	□

Marriage and civil partnership	<p>Due to this protected characteristic relating only to the workplace, it has no relationship with or bearing on the Wildlife Improvement policy and the implementation of management and maintenance practices designed to maintain the green spaces designated as Wildlife Improvement areas. Future policy reviews and revisions to Equality Impact Assessments will continue to look for the relevance of this protected characteristic, and mitigations will be put in place, if discovered.</p> <p>Due to the above, assessment of the potential impacts to this protected characteristic are neutral.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Pregnancy and maternity	<p>No person will be denied access to Wildlife Improvement areas in these circumstances or will be discriminated against by the proposed policy that implements the management and maintenance of those green spaces – or Council staff that maintain the areas. Therefore, these protected characteristics are not relevant to the Wildlife Improvement policy. No concerns of this nature have ever been raised to Officers' attention with respect to these protected characteristics, and there is nothing at the present time to suggest or indicate that the Wildlife Improvement policy has affected or will affect people possessing these protected characteristics. However, future policy reviews will refer back to this characteristic.</p> <p>Due to all of the above, assessment of the potential impacts to this protected characteristic are neutral.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and ethnicity	<p>Because defining a resident by her/his race or ethnicity highlights the differences residents possessing these protected characteristics may want to avoid, racial and ethnic groupings are only considered here because of how useful they are in monitoring inclusion by addressing potential racial discrimination and inequalities. These groupings should only be used when it is appropriate and relevant to define people by their race or ethnicity to promote representation in policy and practice.</p> <p>Central government's UK Resettlement Scheme, Community Sponsorship Scheme, and Mandate Resettlement Scheme operate in conjunction to save lives and offer stability to refugees most in need of protection. In response, Devon County Council coordinates a partnership of Town/City, District and County Councils. As a result, refugees have been resettled in East Devon and have been supported in integrating into the communities, with varying successes. There are</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	<p>now hundreds of refugees and asylum seekers in East Devon from Syria, Afghanistan and Ukraine. These new East Devon residents that were not born in the UK and have varying degrees of difficulties speaking and understanding English can be easily, inadvertently discriminated against or disadvantaged by not being considered by the new Wildlife Improvement policy, which is not helped by the living conditions of many of these residents, e.g., with host families, in bridging hotels and, worse, being homeless. These conditions, along with language barriers, decrease the potential for inclusion by the Wildlife Improvement policy and public consultations. However, their enjoyment of Wildlife Improvement areas should not be unlawfully affected.</p> <p>With regards to mitigation of potentially unlawful discrimination of this group, the 2021 Census shows that 0.03% (3 people in a thousand) of East Devon's residents either cannot speak English or cannot speak English well. This is an exceptionally low proportion of residents, but still accounts for more than 4,500 people across the district who have difficulties with speaking and understanding English and who, therefore, could potentially be discriminated against by policy or practice, such as by signage that only exists in English, and online communication that is not available in other languages or more accessible formats. However, due to the natural open-space character of Wildlife Improvement areas and the use of illustrative signage that the areas are targeted to encourage, such as images of pollinators, birds and bats, the potential for discrimination against this very small proportion of residents who have difficulties with understanding English is considered to be exceptionally low.</p> <p>The 2021 Census data are referred to for specific wards when Wildlife Improvement areas are proposed and taken to consultation. For example, race and ethnicity were considered less than normal when transitioning traditionally green spaces in Musbury, located between Seaton and Axminster, due to <u>no</u> residents in the ward possessing these</p>			

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	<p>characteristics, e.g., 99.8% of residents in this ward identified as having English as their main language. The remaining 0.2% of the ward's population identify as being able to speak English very well. Therefore, we can be certain that Communications in various media written in English and targeted at residents in this ward will not discriminate against residents' abilities to understand what is being communicated to them. This is the same for many other East Devon wards.</p> <p>To date (January 2025), East Devon's resettlement projects have helped 39 individuals, including families from the Vulnerable Persons and Children's Resettlement Schemes, the Afghan Relocation and Assistance Policy, and community sponsorships.</p> <p>Recognising these intersecting identities helps us to offer more compassionate and effective support for all the communities we serve. EDDC encourages an intersectional approach in all of the Council's initiatives to uplift under-represented residents to ensure its services genuinely support every East Devon resident, including the district's newest arrivals. As such, policies, plans and strategies must consider higher levels of inclusion to reflect this.</p> <p>This Equality Impact Assessment has taken the lead from EDDC as a whole with regards to inclusion, where signage across the district currently exists only in English, its website does not represent options in other languages, its social media engagement is exclusively in English, and its press releases are written only in English.</p> <p>Due to all of the above, assessment of the potential impacts to this protected characteristic are neutral.</p>			
Religion or belief	The Wildlife Improvement policy, and the strategies implemented to manage and maintain those sites, do not discriminate or disadvantage residents due to/because of their religious beliefs. This is due to the	□	□	☒

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	<p>policy governing Wildlife Improvement areas, in addition to the areas themselves, not relating to residents' systems of beliefs. On the contrary, analysing the ethos of Wildlife Improvement areas, it is clear that encouraging and protecting nature is key with many belief systems.</p> <p>Buddhist teachings emphasise the interdependence and interconnectedness of all living beings, including people and the natural world. Therefore, the well-being of the natural environment is crucial for the well-being of all living things.</p> <p>In Hinduism, there is no separation between the divine and nature, as they are two aspects of the same reality, and the ethos highlights the preservation of that which the believers' God created.</p> <p>With regards to Judaism, the Jewish God's people are commanded to cultivate the Earth in a way to preserve and care for what ultimately belongs to God, and any act that damages the Earth is an offence against the believers' God.</p> <p>Islam refers to nature being a means through which the Islamic God communicates with believers.</p> <p>Christianity espouses that, as stewards of the Christian God's creation, believers have a responsibility towards the environment and have a duty to do whatever they can to ensure environmental responsibility. This is due to each person being responsible for their contribution to the environment, and they must ensure they act to protect it.</p>			

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	<p>Sikhism refers to believers needing to derive sustenance from the Earth and so should not deplete, exhaust, pollute or destroy it. Sikhs believe that an awareness of that sacred relationship between believers and the environment is necessary for the health of our planet, and for our survival.</p> <p>In the UK's latest census in 2021, 50.1% of East Devon's residents identified themselves as Christian and 47.9% identified themselves as not having a religion. Out of the remaining 2% of residents, 499 people identified as Buddhist, 154 as Jewish, 515 as Muslim, 163 as Hindu, and 33 as Sikh.</p> <p>When Wildlife Improvement areas are proposed for public consultation in towns and villages in areas yet to have this type of green space, Officers will assess information from a variety of sources to design inclusion or religion/belief prior to consultation. For example, for the Wildlife Improvement areas created in Musbury, the 2021 Census shows no representation at all in the ward for residents with Hindu, Sikh, Jewish or Muslim beliefs. This is due to residents being born in the UK making up over 95% in the ward - and 100% of the ward's population being able to speak and understand English 'well' or 'very well'. This protected characteristic was therefore not considered.</p> <p>Understanding ward data is important to understand potential levels of exclusion, as well as targeting residents' belief systems to reinforce the interconnection between major religions and nature conservation. For example, the statistics for Musbury contrast against the Census data for other wards, such as Woodbury, whose residents' population structure is more influenced by its proximity to Exeter, due to it being a commuter village for many residents. Non-Christian religions account for 2.5% of the residents' beliefs. Although this is still very low, and likewise representing very low levels of cultural diversity in the ward, residents</p>			

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	<p>holding these religions/beliefs account for almost 100 people out of a small population of under 4,000 residents, which is statistically significant in the context of targeting inclusion in policy, practice and engagement for promotion purposes.</p> <p>Officers will regularly review 2021 Census data, in addition to data from other sources, for East Devon's residents as a whole and for each town and village that currently contain Wildlife Improvement areas that the Wildlife Improvement policy refers to.</p> <p>Due to all of the above, assessment of the potential impacts to this protected characteristic are positive, based upon the tenets of the belief systems and how they strongly link with environmental protection.</p>			
Sex	<p>The Wildlife Improvement policy neither specifically targets nor excludes this group. However, it is crucial to ensure that all communication and consultation processes are inclusive and accessible to everyone, regardless of their sex.</p> <p>Due to all of the above, assessment of the potential impacts to this protected characteristic are neutral.</p>	□	⊗	□
Sexual orientation	<p>This protected characteristic is considered not to be relevant to the Wildlife Improvement policy. This is mainly due to this characteristic relating to the workplace. The policy neither specifically targets nor excludes this group. However, it is crucial to ensure that all communication and consultation processes are inclusive and accessible to everyone, regardless of their sexual orientation.</p>	□	⊗	□

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	Due to all of the above, assessment of the potential impacts to this protected characteristic are neutral.			
Armed Forces (including serving personnel, families and veterans)	<p>The Council has a legal duty to have due regard to armed forces personnel when carrying out healthcare, housing and education functions. This proposed policy and the implementation of management and maintenance practices of Wildlife Improvement areas on the ground are not relevant to this characteristic. However, it is crucial to ensure that all communication and consultation processes are inclusive and accessible to everyone, regardless of their status as current or former members of the armed forces.</p> <p>Due to all of the above, assessment of the potential impacts to this protected characteristic are neutral.</p>	□	⊗	□
Other, e.g. carers, care leavers, low income, rurality/isolation, etc.	<p>There is nothing to suggest that the Wildlife Improvement policy will adversely impact upon residents possessing this characteristic, such as the 8% of households in East Devon that contain one or more residents who are either unemployed or economically inactive due to long-term sickness or disability. This equates to 5,306 residents across the district who are financially vulnerable, which may potentially limit their experiences (such as green spaces/nature) and damage their health.</p> <p>52.4% of the district's population aged 16 and over identify as being 'economically active and in employment', 1.9% of residents identify as 'economically active but unemployed', and 45.7% identify as economically inactive (Census 2021). Care leavers are able to get help with housing from EDDC, depending on their age, and can access the Housing Options Service, which helps care leavers aged 18-20 with</p>	□	⊗	□

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	<p>accommodation, such as if the young residents are threatened with homelessness.</p> <p>53% of the population in East Devon is of working age, which is classed as aged 19 to 65 (Census, 2021), and the average weekly full-time earnings is £491.70 (ASHE, 2022). When compared with the UK average gross weekly earnings of £693.00, and the East Devon house price to salary ratio of 10.2% (which is one of the highest in UK (Land Registry, 2022), it is clear why there is a lot of financial instability across the district.</p> <p>Wildlife Improvement communications strategies will target the Council's tenants – who typically have low incomes and have a low social-economic status – by providing information and engagement in the tenants' hard copy newsletter that is delivered to every Council tenant. Many tenants belong to multiple protected characteristics, so this is a good way of reaching these residents in a way that may be more relevant to them and their circumstances than social media posts or press releases. This will also help to reach care leavers.</p> <p>As part of the Comms plan for Wildlife Improvement areas and its policy, Officers will promote the important work formal Friends groups and the more informal parks and gardens volunteers are involved with, and how residents can enjoy the company of other people when volunteer in group activities in green spaces. The collaborative nature of group volunteering creates a positive and supportive environment that fosters a sense of camaraderie and shared purpose. This can and does help residents who are geographically, physically or emotionally isolated and lonely. Only several of the district's parks and gardens have Wildlife Improvement areas, but more will follow in the future.</p>			

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
	Due to all of the above, assessment of the potential impacts to this protected characteristic are neutral.			
Negative outcomes action plan Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.				
Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
N/A	/	/	/	/
If negative impacts remain, please provide an explanation below.				
N/A				

Completed by:	Paul Fealey, Horticultural Technical Officer, StreetScene
Date:	23/01/2025
Approved by:	Andrew Hancock, Assistant Director, StreetScene
Date:	Not yet approved.
To be reviewed by:	Paul Fealey
Review date:	01.2027

Ensure that a final copy of this impact assessment is sent to HR as per the equality impact assessment guidance.