



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
Charlotte Parfitt	Project Officer Hampshire 2050	charlotte.parfitt@hants.gov.uk Tel:03707 796508

Title:	Solent Freeport Consortium Limited Board
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	To confirm the Executive Member for Policy and Resources, who is also the Leader of the Council, as the nominee for the position of Board Member of the Solent Freeport Company Ltd; and to agree the basis of financial support from Hampshire County Council for the Solent Freeport Company Ltd, to enable the Freeport proposition to progress.
Description of the service/policy/project/project phase	To confirm the Executive Member for Policy and Resources, who is also the Leader of the Council, as the nominee for the position of Board Member of the Solent Freeport Company Ltd; and to agree the basis of financial support from Hampshire County Council for the Solent Freeport Company Ltd, to enable the Freeport proposition to progress.
New/changed service/policy/project	To confirm the Executive Member for Policy and Resources, who is also the Leader of the Council, as the nominee for the position of Board Member of the Solent Freeport Company Ltd; and to agree the basis of financial support from Hampshire County Council for the Solent Freeport Company Ltd, to enable the Freeport proposition to progress.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral

Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are</p>

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Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>

Mitigation	
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Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Levelling Up 'left behind' communities is a central objective of the Freeport policy both nationally and at the subnational and local levels in the Solent Freeport proposal. However, the proposals of this report are procedural and will have no direct impact on groups with protected characteristics.</p>
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

None.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00083

Date of production of EIA for publication: 18/01/2023