



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
Sophie Champion	Project Manager (Minerals) Economy, Transport and Environment	sophie.champion@hants.gov.uk Tel:03707 797690

Title:	Hampshire Minerals & Waste Plan Partial Update - Draft Plan
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Minerals and Waste Planning for Hampshire and Southampton City Council, Portsmouth City Council, New Forest National Park Authority and South Downs National Park Authority.
Description of the service/policy/project/project phase	This is a review of the Minerals and Waste Plan to provide a Partial Update: Draft Plan which seeks to ensure that the planning framework by which minerals and waste development come forward in Hampshire is consistent with national policy whilst also delivering a steady and adequate supply of minerals and enabling waste management provision.
New/changed service/policy/project	All of the development management policies have been reviewed and updated to ensure compliance with the National Planning Policy Framework. The mineral and waste policies have been amended to reflect changes in markets and policy updates.

Engagement
There will be a public consultation on the Draft Plan for a period of eight weeks from November 2021 to January 2022.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The plan is not considered to have any impact on any particular age group.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not considered to have any impact on any disabilities.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not considered to have any impact on gender reassignment.
Mitigation	

Pregnancy and Maternity

--	--

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not considered to have any impact on pregnancy and maternity.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not considered to have any impact on any particular race.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not considered to have any impact on any particular religion or belief.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not considered to have any impact on any particular sex.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not considered to have any impact on sexual orientation.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not considered to have any impact on marriage and civil partnership.

Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not currently considered to have any impact on poverty. However a full Equalities Impact Assessment will be completed as part of the plan making process.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The plan is not currently considered to have any impact on rurality. However a full Equalities Impact Assessment will be completed as part of the plan making process.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

The Hampshire Minerals & Waste Plan: Partial Update - Draft Plan is intended to ensure that the planning framework by which minerals and waste developments come forward in Hampshire is consistent with national policy, whilst also delivering a steady and adequate supply of minerals and enabling sustainable waste management provision. It is considered that there will be no additional impact on people with protected characteristics and therefore has been assessed as having a neutral impact overall.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00100

Date of production of EIA for publication: 16/12/2022