



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
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Title:	Local Regeneration & Growth Partnerships with District Local Authorities
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	HCC's interactions with the boroughs and districts of Hampshire in regards to local regeneration and growth.
Description of the service/policy/project/project phase	Nationally, sub-nationally and locally there is a growing importance of regeneration and growth strategies, programmes and projects. Hampshire County Council has assets and capabilities that can add value to local regeneration and growth across the county, working in partnership with the districts and boroughs of Hampshire, as well as neighbouring areas. At present, however, there is no clear 'lens' from within the County Council or elsewhere over existing arrangements in relation to regeneration and growth initiatives.
New/changed service/policy/project	Through the implementation of the external governance proposed in the decision report, and the internal collaborative arrangements, led by the Economy, Infrastructure, and Strategic Planning function, significant local regeneration and growth can be made across Hampshire to the benefit of our residents, businesses, and communities.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	-
Impact on staff	-

Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	

Mitigation	
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Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

Impact on public	-

Impact on staff	-
Rationale	
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:

This is a high level strategic report proposing greater collaboration with boroughs and districts in Hampshire. The decisions in this report are strategic, and mainly relate to in-house management ways of working with partners, rather than decisions on specific initiatives and therefore have a neutral impact on groups with protected characteristics at this stage.

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