



## 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:	Closure of Brussels Office Operation
Related EIAs:	None

EIA for Savings Programme:	Yes EIA - ETE -
Service affected	Hampshire County Council Brussels Office Operation.
Description of the service/policy/project/project phase	<p>Since 1998 Hampshire has retained some form of representation in Brussels, and from 2007 this evolved into the Brussels Office of Southern England Local Partners (SELP). SELP was a consortium of 25 organisations from southern England, including local authorities, universities, businesses and third sector organisations. Its purpose was to monitor and influence European policy, provide support to the partnership around European issues and opportunities, and enable its members to leverage the optimum value of the UK's membership of the EU. However, at the SELP Board Meeting on 24 September 2018, it was agreed that after 12 years SELP would close on 31 March 2019, primarily because of the outcome of the Brexit Referendum, and the growing rebalancing of costs outweighing the benefits. From 1 April 2019, the SELP Brussels Office transformed into the Hampshire Brussels Office, headed up from within the County Council.</p>
New/changed service/policy/project	<p>Closure of the Brussels Office Operation, in recognition of the changing focus of UK international Trade policy following Brexit, and in pursuance of the decision of Cabinet and the County Council to reduce the budget for the service by £0.1million from 2023/24 as part of the SP23 savings programme.</p>

Engagement
<p>There are potential staffing implications of the decision which will be assessed separately from the proposal to close the operation as necessary, and appropriate HR procedures are being followed.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

## Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

## Gender Reassignment

Impact on public	Neutral

Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.

Mitigation	

### Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

### Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

### Sexual Orientation

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No negative impacts have been identified as a consequence of the decision to close the Brussels Office operation. Further equalities impact assessments will be carried out as appropriate to assess the impact of any subsequent decisions taken under delegated authority to finalise the arrangements.
Mitigation	

Geographical Impact:All Hampshire

## Equality Statement

Additional information:

N/A

Overview Statement:

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

EIA reference number: 00213

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