



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
Patrick Poyntz-Wright	Capital and Democratic Services Manager Hampshire 2050	patrick.poyntz-wright@hants.gov.uk Tel:07719 990568

Title:	Economic Strategy
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Economic Development
Description of the service/policy/project/project phase	The County Council has a strategic leadership role shaping the future of Hampshire, defining the future scale and direction of growth, managing the quality of development, and ensuring regeneration is targeted on areas of particular need or economic under-performance. This place-shaping role also embraces the emerging challenges of energy security and responding to a changing climate, as well as workforce skills, and timely delivery of strategic infrastructure.
New/changed service/policy/project	The development of an Economic Strategy in collaboration with key local and regional partners in order to set out an overarching approach to economic development for Hampshire at a time of growing uncertainty, in which the County with its partners will need to assume greater responsibility for economic leadership.

Engagement
This assessment relates to a decision to authorise a programme of focussed stakeholder and partner engagement to help finalise the strategy and to secure policy alignment, shared objectives, agreed actions, and final approval.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral

Rationale	It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.

Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.</p>
Mitigation	

Poverty

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal will have a neutral impact on groups with protected characteristics. However, as the Strategy is developed further and subsequently implemented, it will address inequalities in Hampshire, not least through measures aimed at alleviating and tackling poverty and deprivation, which is linked to a number of protected characteristics.
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: 00280

Date of production of EIA for publication: 15/05/2023