



## 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 Enterprise Partnerships (LEP) Integration
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 provision of an update report following the emergence of the latest Government guidance concerning the long-term position of LEPs and their relationship with devolved institutions existing and proposed. This guidance from March 2022 follows on from the conclusions of a number of LEP reviews undertaken by Government over the last five years. The approach recommended enables the County Council to continue to prepare for future developments set out in the latest government guidance and in discussion with key partners.

Engagement
The decision relates to the County Council's engagement and future relations with key partners in light of new Government guidance.

#### Equalities considerations - Impact Assessment

#### Age

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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with 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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with 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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with 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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with 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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with protected characteristics.

Mitigation	
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## Religion or Belief

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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with protected characteristics.
Mitigation	

## Sex

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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with protected characteristics.
Mitigation	

## Sexual Orientation

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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with protected characteristics.
Mitigation	

## Marriage and Civil Partnership

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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with protected characteristics.
Mitigation	

## Poverty

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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with 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 as it relates to the County Council's engagement and future relations with key partners rather than any direct interventions which will impact people with 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:

