

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:	Strategic Plan 2025-2028
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	All services will be affected by the update to the County Council's Strategic Plan
Description of the service/policy/project/project phase	The current Strategic Plan is due to be refreshed this year, and due to the current context for local government reorganisation, it is proposed that a shorter period of 2025 – 2028 is agreed for the new Strategic Plan.
New/changed service/policy/project	The revised Plan focuses on four commitments which prioritise where work and effort will be directed, alongside the Hampshire Pledge and a clear focus on innovation and transformation to help ensure the County Council can continue to deliver vital services. The new Strategic Plan is based around two elements – four key commitments which will shape where resources are directed and the Hampshire Pledge which sets out our commitments to the residents of Hampshire, as well as a collection of ‘asks’ of residents which will help us keep these and maintain delivery of vital services. Commitment one - keeping you healthy, well and independent Commitment two - Giving your communities the best chance to thrive Commitment three - Keeping you, your families and friends

safe Commitment four - Providing innovative services, you need and value The Hampshire Pledge. The Hampshire Pledge was introduced as a response to the significant financial challenges facing the County Council, including rising demand for essential services and reduced funding from central government. Its purpose is to set out a clear and unwavering commitment to residents, that despite these pressures the Council continues to deliver vital services. The Pledge provides a framework for how the Council will prioritise resources, operate efficiently, and maintain transparency in its decision-making

Engagement

A significant amount of consultation and engagement has been undertaken with residents over the past year, from SP25 service change consultations and budget consultations to engagement relating to Local Government Reorganisation. We therefore have a wealth of information about what is important to residents, and what therefore should be reflected in the County Council's Strategic Plan. Rather than undertake specific consultation on the Plan, we have drawn on this information to guide where the priorities and ambitions of the Plan should lie.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Keeping you healthy, well and independent'. This also includes the sub-priorities 'Enabling people to live independently in their own homes for longer' and 'Support young people to reach their potential'.</p> <p>Furthermore, the 'Keeping you, your families, and your friends safe' commitment has the sub-priority to 'Protect children and adults from harm and abuse. This commitment also has the sub-priority 'Support those who need it most', which will be relevant to a greater or lesser extent to individuals who have this protected characteristic.</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on the span of resident's age groups in Hampshire. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.</p>
Mitigation	

Disability

Impact on public	Positive

Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Keeping you healthy, well and independent'. This also includes sub-priorities of 'Enabling people to live independently in their own homes for longer' and 'Support people to have the best chance to remain healthy and look after their wellbeing'</p> <p>Furthermore, the 'Keeping you, your families, and your friends safe' commitment has the sub-priority to 'Support those who need it most' which will be relevant to a greater or lesser extend to individuals who have this protected characteristic.</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on individuals with this protected characteristic. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.</p>
Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Keeping you healthy, well and independent'. This includes a sub-priority of 'Support people to have the best chance to remain healthy and look after their wellbeing'</p> <p>Furthermore, the 'Keeping you, your families, and your friends safe' commitment has the sub-priority to 'Protect children and adults from harm and abuse'. The additional sub-priority 'Support those who need it most' as well will also be relevant to a greater or lesser extend to individuals who have this protected characteristic.</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on individuals with this protected characteristic. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Keeping you healthy, well and independent'. This includes a sub-priority of 'Support people to have the best chance to remain healthy and look after their wellbeing'</p> <p>Furthermore, the 'Keeping you, your families, and your friends safe' commitment has the sub-priority to 'Protect children and adults from harm and abuse'</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on individuals with this protected characteristic. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.</p>
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Keeping you healthy, well and independent'. This includes a sub-priority of 'Support people to have the best chance to remain healthy and look after their wellbeing'</p> <p>Furthermore, the 'Keeping you, your families, and your friends safe' commitment has the sub-priority to 'Protect children and adults from harm and abuse'. The additional sub-priority 'Support those who need it most' as well will also be relevant to a greater or lesser extend to individuals who have this protected characteristic.</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on individuals with this protected characteristic. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.</p>
Mitigation	

Religion or Belief

Impact on public	Positive

Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>The 'Keeping you, your families, and your friends safe' commitment has the sub-priority to 'Protect children and adults from harm and abuse'. The additional sub-priority 'Support those who need it most' as well will also be relevant to a greater or lesser extend to individuals who have this protected characteristic.</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on individuals with this protected characteristic. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.</p>
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Keeping you, your families, and your friends safe' ambition has the sub-priority to 'Protect children and adults from harm and abuse'</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on individuals with this protected characteristic. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.</p>
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>The 'Keeping you, your families, and your friends safe' commitment has the sub-priority to 'Protect children and adults from harm and abuse'. The additional sub-priority 'Support those who need it most' as well will also be relevant to a greater or lesser extend to individuals who have this protected characteristic.</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on individuals with this protected</p>

	characteristic. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.
Mitigation	

Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Keeping you, your families, and your friends safe' ambition and has the sub-priority to 'Protect children and adults from harm and abuse'</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on individuals with this protected characteristic. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on this group will be considered.</p>
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Giving your communities the best chance to thrive', which include the sub-priority 'Support opportunities for Hampshire to prosper'. The Hampshire Pledge also seeks to 'Support our local economy to flourish'. Both is these areas of focus seek to make Hampshire a prosperous place and for all our residents to share in that prosperity.</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on poverty within Hampshire. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on those living in poverty will be considered.</p>
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral

Rationale	<p>The Strategic Plan provides a high level view of what the County Council's priorities will be for the duration of the Plan (2025-2028).</p> <p>One of the new Strategic Plan's commitments is 'Giving your communities the best chance to thrive', which includes the sub-priority 'Ensure we have the right infrastructure in place to support local businesses and communities – these are the things that underpin our everyday activities'. This ambition will help tackle issues of rurality by working to ensure the more rural areas of Hampshire have the infrastructure in place to support everyday life for residents living in these areas.</p> <p>It is therefore considered that at the strategic level, the new Plan, will have a positive impact on rurality within Hampshire. The Strategic Plan is delivered by programmes of work within services, which will be subject to EIAs, where further assessment of the impact on rurality will be considered.</p>
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

The Strategic Plan is by its very nature, a high level document. The impact on protected characteristics are positive where a priority or commitment is specifically relevant to that group.

Delivery of the Plan will be underpinned by further strategies and programmes of work which will be subject to EIAs, where the specific impact of what delivery of the Strategic Plan looks like on the 'ground' will be assessed.

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: 01002

Date of production of EIA for publication: 09/12/2025