

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:	Peep Learning Together Programme
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Services for Young Children Best Start Family Hubs
Description of the service/policy/project/project phase	Best Start Family Hubs (BSFH) will aim to strengthen early intervention and prevention services, improve school readiness and health outcomes, reduce inequalities by targeting support where it’s most needed and create sustainable, multi-agency models to deliver lasting impact. Parents and carers should be supported to access a range of services, information and support they need to care for and nurture their babies and children and look after their own wellbeing. In particular BSFHs should provide access to Evidence Based Interventions. The DfE have provided a menu of interventions for both Parenting and Home Learning Environment (HLE) programmes. Selecting programmes from the HLE evidence based intervention menu aligns with the BSiL strategy commitment to provide a consistent, evidence-based offer with clearer funding rules. Services for Young Children (SfYC) reviewed all Home Learning Environment (HLE) programmes in the menu against Good Level of Development (GLD) outcomes,

	HLE criteria, and long-term sustainability. Based on this evaluation and an evidence review to inform how best to achieve optimal outcomes for local families, the Peep Learning Together Programme was identified as the recommended option and approved by the BSFH programme board on 23 December 2025. The initial focus of the programme is on the 3-4 year old age group and their families.
New/changed service/policy/project	The Peep Learning Together Programme will be delivered initially as a train the trainer model. Training will be secured from Peep Learning Ltd for two Advisory Teachers within Services for Young Children. They will then train other members of the service and members of staff within each Best Start Family Hub, commencing with Leigh Park. Peep Learning together will be delivered either as stay and play sessions, or as a six week course. Parents can self-refer or be sign posted by a professional. Parents will need to book a space on the session via the booking system used by the hub. This programme will be delivered for the duration of the BSiL hubs programme.

Engagement
Engagement has been undertaken with members of the Leigh Park Implementation Group. This consists of representatives from local organisations, including early years providers, schools and voluntary organisations. A similar approach will be taken at other hubs as they are identified. In addition and Insights and Engagement Officer has been employed to work with each community.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>Peep Learning Together programme engages parents and their children and will give children in Hampshire the Best Start in Life, improve Good Levels of Learning and enable teaching professionals and BSFH staff to educate and support families to contribute to:</p> <ul style="list-style-type: none"> • strong parent-child relationships. • increased parental knowledge and confidence in how to support their child's learning and play in day-to-day life, from birth to school. • children's personal, social and emotional development, communication and language, early literacy, early maths, and health and physical development. <p>Whilst the initial focus from the DfE is on 3-4 year olds, younger siblings will be able to attend. The programme also has the potential to deliver sessions to any or all developmental stages/ages: babies, toddlers and pre-school.</p>
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The course is inclusive and will be designed to meet the needs of the attendees. If parents/carers require assistance with booking onto the course a member of hub staff will be able to do this for them.</p> <p>There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristic groups. Therefore the impact has been assessed as neutral for both the staff and public.</p> <p>All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristic groups. Therefore the impact has been assessed as neutral for both the staff and public.</p> <p>All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The programme is aimed at parents and families with young children and will take account of the needs of women who are pregnant.</p> <p>All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristic groups. Therefore the impact has been assessed as neutral for both the staff and public.</p> <p>All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristic groups. Therefore the impact has been assessed as neutral for both the staff and public.</p> <p>All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristic groups. Therefore the impact has been assessed as neutral for both the staff and public.</p> <p>All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristic groups. Therefore the impact has been assessed as neutral for both the staff and public.</p> <p>All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristic groups. Therefore the impact has been assessed as neutral for both the staff and public.</p> <p>All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.</p>
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The criteria set by the DfE is that 70% of Best Start Family Hubs should be located in areas of deprivation. The first hub is situated in Leigh Park with a further number planned to open by March 2027.</p> <p>Peep Learning Together programme engages parents and their children and will give children in Hampshire the Best Start in Life, improve Good Levels of Learning and enable teaching professionals and BSFH staff to support families to contribute to:</p> <ul style="list-style-type: none"> • strong parent-child relationships. • increased parental knowledge and confidence in how to support their child's learning and play in day-to-day life, from birth to school. • children's personal, social and emotional development, communication and language, early literacy, early maths, and health and physical development.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The programme is aimed at all parents and families with young children. The programme will be advertised locally and online, therefore those in a rural area will be able to book and access the programme at their nearest hub.</p> <p>There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristic groups. Therefore the impact has been assessed as neutral for both the staff and public.</p>

	All relevant policies and procedures will be adhered to so that no protected group is negatively impacted.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

This programme is part of the Best Start Family Hubs programme, the Peep Learning Together Programme is one of the recommended options for the deliver of Home Learning Environment interventions and has been agreed by the Best Start Programme Board.

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: 01078

Date of production of EIA for publication: 12/02/2026