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:	Climate Change Annual Report 2024-2026
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Climate change annual report details activity from across all directorates and services that have contributed to the Council's Climate Change Strategy.
Description of the service/policy/project/project phase	This report covers the period July 2024-June 2026 and is a backward look at the activity on carbon reduction and climate resilience from across the organisation.
New/changed service/policy/project	No change is proposed as part of this report, it is a backward look covering the period July 2024- June 2026 and is required for transparency and accountability towards the targets set out in the Climate Change Strategy 2020-2025.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

Impact on public	-
Impact on staff	-
Rationale	
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:

The report provides an overview of progress and performance in delivering the County Council's climate change objectives during the reporting period. As an annual monitoring report, it does not propose any changes to policy, services or decision-making and therefore has been assessed as having a neutral impact on people with protected characteristics. Any activities, programmes or initiatives described within the report will have been subject to the County Council's established equality impact assessment processes, where appropriate, as part of their development and implementation.

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