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 Strategy 2026
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Climate Change Strategy impacts all County Council Services in that it sets the strategic direction for avoiding the causes of, and adapting to changes caused by, climate change.
Description of the service/policy/project/project phase	The Climate Change Strategy 2026-2028 establishes the organisation's strategic approach to mitigating climate change and adapting to its impacts. It identifies priority areas for action to reduce emissions, strengthen resilience to climate risks such as flooding and extreme heat, and support the wellbeing of communities. The strategy provides an overarching framework to guide future delivery plans, projects and investment decisions.
New/changed service/policy/project	This is a refreshed Climate Change Strategy for 2026-2028 which replaces the previous strategy period and updates the organisation's approach in response to emerging climate risks, national policy developments and organisational priorities. The strategy sets out an updated vision, strategic outcomes and priority areas for climate action, including reducing greenhouse gas emissions,

	adapting to the impacts of climate change and embedding sustainability within decision-making. The strategy is intended to provide a clear strategic framework for future activity across the organisation and with partners. It does not directly introduce changes to services, staffing or access to services; however, it will inform the development of future policies, programmes and projects that seek to address climate change and build resilient, sustainable communities

Engagement
No specific public consultation has been undertaken for the Equality Impact Assessment screening as the Climate Change Strategy is a high-level strategic document that does not directly introduce changes to services, eligibility, staffing or access to services. The strategy establishes an overarching framework and direction of travel for future climate action across the organisation. Internal services and directorates have been engaged with the development and drafting of the strategy, to ensure it reflects priorities within the wider organisation, and is deliverable within resources available.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	Climate change and extreme weather events can disproportionately affect people at different stages of life. Older people may be more vulnerable to heatwaves, flooding and disruption to essential services, while children and young people are likely to experience the long-term consequences of climate change throughout their lives. The strategy aims to reduce climate risks, improve resilience and support healthier, more sustainable communities. Staff may also benefit from measures that improve workplace sustainability, resilience and wellbeing. No adverse impacts specific to age have been identified at this strategic stage.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	Disabled people can be disproportionately affected by climate-related impacts, including extreme temperatures, severe weather and service disruptions. The strategy recognises the need for climate adaptation and resilient services that support all residents, including those who may be more vulnerable to environmental risks. Future delivery plans will be expected to consider accessibility and inclusion. Staff with disabilities may similarly benefit from increased organisational

	resilience and adaptation measures. No negative impacts have been identified at strategy level.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy does not include proposals that would directly affect people undergoing or having undergone gender reassignment. No differential impacts have been identified. The strategy applies equally to all residents and staff, regardless of gender identity, and future implementation activity will continue to comply with equality and inclusion requirements.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Positive
Rationale	Pregnant people and those with very young children may be more susceptible to some climate-related risks, particularly extreme heat events and air quality issues. By supporting climate mitigation and adaptation, the strategy may contribute to healthier environments and improved resilience to environmental hazards. Staff who are pregnant or on maternity leave may similarly benefit from measures that improve environmental conditions and organisational resilience. No adverse impacts have been identified.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy contains no measures that would directly affect people differently on the basis of race, ethnicity or nationality. The intended benefits of addressing climate change and improving environmental resilience are expected to be available to all communities. Implementation activity will continue to be delivered in accordance with equality duties and inclusive engagement practices.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impacts specific to religion or belief have been identified. The strategy does not alter access to services or opportunities on the basis of religion or belief and applies equally across communities and the workforce. Future engagement and implementation activities will seek to remain inclusive and accessible to all groups.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No direct differential impacts have been identified for people based on sex. The strategy's objectives and expected outcomes apply equally to women and men. Future programmes and projects developed under the strategy will be subject to further equality consideration where appropriate.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy does not contain proposals likely to have different impacts based on sexual orientation. No adverse impacts have been identified. The strategy seeks to create environmental, health and resilience benefits for all residents and staff regardless of sexual orientation.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impacts related to marriage or civil partnership status have been identified. The strategy does not affect eligibility for services, employment conditions or access to opportunities based on marital or partnership status.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive

Rationale	Socio-economic disadvantage is relevant to understanding the impacts of climate change. Lower-income households often have fewer resources to respond to climate-related risks, including flooding, overheating, rising energy costs and transport disruption. The strategy seeks to promote resilience, sustainable communities and long-term environmental improvement, which may contribute to reducing some of these pressures. Future delivery plans should continue to consider affordability and accessibility to ensure benefits are shared fairly. Staff may benefit through improved organisational sustainability and resilience measures.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Positive
Rationale	Rural communities can face particular challenges relating to transport, access to services, infrastructure resilience and vulnerability to climate impacts such as flooding and extreme weather. The strategy aims to strengthen resilience across Hampshire and recognises the need for place-based approaches that reflect differing local circumstances. Staff who work in or support rural areas may also benefit from improved organisational preparedness and resilience. No adverse impacts have been identified at this strategic level.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

The strategy is expected to have overall positive equality impacts, particularly through addressing climate risks that can disproportionately affect older people, disabled people, people experiencing poverty and rural communities, while having no identified adverse impacts on protected groups at this strategic stage.

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: 01216

Date of production of EIA for publication: 06/11/2026