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:	Proposed Relocation of Fareham Library within the Fareham Shopping Centre
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The proposed change would impact the Library Service, specifically the team that operates and manages the Fareham Library, it would affect Council staff who use the building for drop in work, it would impact Council couriers and other services regularly delivering to the building. It would impact Facilities Management staff involved in both servicing the building and repairs and maintenance. It would impact Council teams and services that use the building for meetings and client engagement. It would impact the Schools Library Service who are based in the building. It would impact tenants of the property including a cafe operator and the Citizens Advice Bureau who have a suite of offices in the building
Description of the service/policy/project/project phase	Approval is being sought for the County Council to support, in principle, Fareham Borough Council's proposal to relocate Fareham Library to an alternative location within Fareham Shopping Centre, as part of wider town centre regeneration proposals, subject to further information, safeguards and formal approvals before any binding commitment is made.

New/changed service/policy/project	If Fareham Borough Council's scheme progresses an outline planning application will be submitted, if approved then works would proceed on the redevelopment of the shopping centre including the relocation of the existing library to a new location within the town centre and the demolition of the existing library. This would be subject to further decisions by the County Council to determine whether the project details and impact on the service are acceptable.

Engagement
The Library Service, Schools Library Service and Directorate Representatives have been engaged and are participating in ongoing workshops with Fareham Borough Council on proposals. The Library Service is engaging with and representing the interests of the tenants. Fareham Borough Council have undertaken wide public consultation on their regeneration proposals including focus groups, stakeholder engagement, public workshops and displays and on their website.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better.** **The existing library will not cease operation until a new one is operational.** **Libraries tend to attract a higher ratio of older users but also actively promote services and events for young children, parents with pushchairs etc. Therefore physical accessibility is a high priority in any design.** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**

Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better.** **The existing library will not cease operation until a new one is operational.** **Libraries attract many community groups that support people with a range of needs therefore accessibility is a high priority in any design.** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better.**

	The existing library will not cease operation until a new one is operational. **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better.** **The existing library will not cease operation until a new one is operational.** **Libraries host many events for young children and therefore have a higher proportion of users who are pregnant. Supporting this group is a key focus and therefore is a priority for ensuring the design, location and operation of a new library does not detrimentally impact this group.** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough**

	Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better. **The existing library will not cease operation until a new one is operational. There are no proposals at this stage that could be considered to have an impact on racial characteristics** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better.** **The existing library will not cease operation until a new one is operational. There are no proposals at this stage that could be considered to have an impact on religion or belief** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not**

	yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better. **The existing library will not cease operation until a new one is operational.** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better.** **The existing library will not cease operation until a new one is operational.** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough**

	Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better. **The existing library will not cease operation until a new one is operational.** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better.** **The existing library will not cease operation until a new one is operational. A change in location that is a very short distance from the existing library is unlikely to impact poverty characteristics.** **Cost of travel to a library can impact people on lower wages. Retaining the library in the town centre which is well served by public transport means this group is unlikely to be detrimentally impacted.** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Rurality

Impact on public	Neutral

Impact on staff	Neutral
Rationale	**The proposed relocation is within a very short distance of the existing library. Details of design, access are not yet determined as the alternative site has not yet been agreed. Staff are working with Fareham Borough Council to ensure these issues are addressed. The principle HCC has stated to Fareham Borough Council is that any changes to service provision or costs to HCC should be neutral or better.** **The existing library will not cease operation until a new one is operational. A change in location that is a very short distance from the existing library is unlikely to impact poverty characteristics.** **Cost of travel to a library can impact people from rural areas. Retaining the library in the town centre which is well served by public transport means this group is unlikely to be detrimentally impacted.** **A decision to support the principle of location does not have negative or positive impacts at this stage as the detail is unknown.**
Mitigation	

Geographical Impact:Fareham

Equality Statement

Additional information:

The principle of relocating Fareham Library within the town centre facilitates supporting the wider regeneration of the town centre which should enable a range of benefits to be delivered to a large number of people while creating an opportunity for further improvement of the library and community service provision.

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: 01228

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