

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:	Mandatory changes to scheme of delegations and Regulatory Committee
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Regulatory Committee and services as planning authority
Description of the service/policy/project/project phase	Decisions on planning applications, whether made by Members (Regulatory Committee) or Officers
New/changed service/policy/project	Certain types of planning application decisions are now to be delegated to officers, and other types will be subject to a determination by one officer and one member (in line with a statutory test) as to whether they should be determined by officers or by Committee. The size of the Regulatory Committee must reduce from 16 members to 13. These are statutory and mandatory changes.

Engagement

The Government consulted on these proposals prior to making them mandatory by means of new legislation. The consultation information can be found here: [Planning committee reform: statutory consultation on draft regulations and guidance – government response - GOV.UK](#). Hampshire County Council is implementing the resulting mandatory and statutory changes. Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of the changes should be neutral.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making

	as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both Officers and Members will continue to be subject to the public sector equality duty in making planning decisions, and any relevant considerations arising will continue to feed into all decision making as appropriate, so the impact of these mandatory, statutory changes should be neutral. Prior to drafting the legislation, Government consulted on the changes including EIA considerations.
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:

EIA reference number: 01232

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