

## 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:	SP25 Streetlighting Savings – LED Project
Related EIAs:	None
EIA for Savings Programme:	Yes EIA - Universal Services -
Service affected	Streetlighting
Description of the service/policy/project/project phase	The Streetlighting service provides management of the County Council's Streetlighting Private Finance Initiative encompassing approximately 157,000 items of illuminated street furniture.
New/changed service/policy/project	The proposal is to replace approximately 9400 high powered lamps with more energy efficient LEDs as part of the Council's SP25 savings targets.

Engagement
Consultation on this change was completed as part of the wider SP25 public consultation exercise undertaken in 2024.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
Mitigation	

### Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
Mitigation	

### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all</p>

	<p>protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Project will have no impact on this protected characteristic.

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## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
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## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
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## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
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## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Project will have no impact on this protected characteristic.</p> <p>It is considered that the proposal to replace high power lamps with more energy efficient LEDs, will have a neutral impact on all protected groups as existing service lighting provision would be unaffected.</p> <p>New LEDs will increase the County Council's ability to be flexible about lighting and dimming regimes in the future. This may provide scope to respond to potential negative impacts of extending part-night switch-off times and reduced brightness of streetlights in Hampshire.</p>
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: 00900

Date of production of EIA for publication: 11/06/2025