

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:	Universal Services Capital Programme Quarter 4 2024/25
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Universal Services capital programme
Description of the service/policy/project/project phase	The purpose of this report is to provide a high-level summary of progress and delivery within the capital programme and confirm the year end position for 2024/25. In addition, this paper provides recommendations for changes to the programme in 2025/26 and beyond.
New/changed service/policy/project	There are 4 proposals: 1.1 That the Executive Lead Member for Universal Services notes the significant progress in delivering the Universal Services capital programme in 2024/25, totalling gross spend of £164.8 million. 1.2 That the Executive Lead Member for Universal Services approves the addition of the schemes in table 2 of the supporting report to the capital programme. 1.3 That the Executive Lead Member for Universal Services approves the increase in the capital programme value for the schemes listed in table 3 of the supporting report. 1.4 That the Executive Lead Member for Universal Services recommends

approval to the Leader and Cabinet for the removal of the schemes listed in table 4 of the supporting report.

Engagement

None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	
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Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
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	relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for

	individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics. The schemes for which spend approval is sought in this report, have previously been assessed in association with earlier Executive Member decision reports and the revised approach in each case is not anticipated to have any additional or different impacts on people with protected characteristics.

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:

This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics. The schemes for which spend approval is sought in this report, have previously been assessed in association with earlier Executive Member decision reports and the revised approach in each case is not anticipated to have any additional or different impacts on people with protected characteristics.

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