

## 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:	Electric Vehicle Charging Point Public Pricing 2025/26
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The County Council’s on-street electric vehicle charging points.
Description of the service/policy/project/project phase	There are 50 on-street electric vehicle charging points in two areas of Hampshire: 29 in Eastleigh and 21 in Winchester. These are connected via streetlighting columns and bollards with feeder pillars to the unmetered streetlighting electricity supply and allow owners of electric vehicles, primarily residents, to charge their vehicle. The County Council sets the tariff paid by users to recover the costs incurred by the County Council.
New/changed service/policy/project	Decision to increase the tariff charged to users of the County Council’s on-street electric vehicle charging points from 42p/kWh to 54p/kWh.

Engagement
None

## Equalities considerations - Impact Assessment

### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of age as existing service delivery would be unaffected save the increase in the price.
Mitigation	

### Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of disability as existing service delivery would be unaffected save the increase in the price.
Mitigation	

### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of gender reassignment as existing service delivery would be unaffected save the increase in the price.
Mitigation	

### Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of pregnancy & maternity as existing service delivery would be unaffected save the increase in the price.
Mitigation	

Mitigation	
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## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of race as existing service delivery would be unaffected save the increase in the price.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of religion or belief as existing service delivery would be unaffected save the increase in the price.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of sex as existing service delivery would be unaffected save the increase in the price.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of sexual orientation as existing service delivery would be unaffected save the increase in the price.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the protected characteristic of marriage & civil partnership as existing service delivery would be unaffected save the increase in the price.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst the proposal will see a modest increase in charges, electric vehicle charging prices are considered to be an integral part of vehicle ownership and are small in relation to other costs of running a motor vehicle. Therefore the decision has been assessed as having a neutral impact on the characteristic of poverty.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is considered that the proposal to vary the tariff for on-street electric vehicle chargepoints will have a neutral impact on the characteristic of rurality as existing service delivery would be unaffected save the increase in the price, and all the charge points are in an urban location.
Mitigation	

Geographical Impact: Eastleigh, Winchester

## Equality Statement

### Additional information:

The report recommends approving setting the tariff for on-street electric vehicle charging points in Eastleigh and Winchester to 54p/kWh.

### 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: 00914

Date of production of EIA for publication: 15/07/2025