

## SP23 Equality Impact Assessment – Countryside Service commercial strategies – staff

### EIA writer(s) and authoriser

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### Section one – information about the service and service change

Service affected	Countryside Service
Please provide a short description of the service / policy/project/project phase	The Countryside Service manages 8 visitor attractions (5 Country Parks, 2 Farm Attractions, 1 National Nature Reserve) 80 countryside sites, 3000 miles of rights of way and statutory responsibility for maintaining the definitive map for Hampshire, a rural development programme and series of capital works projects to improve and develop assets and service delivery. The service has over 3m counted visits each year of which 2m are to the visitor attractions. The primary users and customers are Hampshire residents, with visitor attractions attracting most visitors from within a 30-minute drive time.

<b>Please explain the new/changed service/policy/project</b>	Across all Country Parks work will continue to develop the offer, identify assets and resources to grow earned income, particularly focusing on promoting off-peak usage, extending parking capacity to maximise peak season and develop new commercial activity as well as strengthen catering financial position. This will also include establishing a future model for Titchfield Haven National Nature Reserve (THNNR) to remove/reduce cash limit, which has different opportunities and considerations to the Country Parks.
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) will seek residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

	<b>No</b>	
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

The future options for THNNR have yet to be established. Once the options analysis work has been completed, staff consultation may be required. A subsequent EIA will also be carried out if any changes to service delivery are proposed. The development of opportunities to increase income at the Country Parks is not anticipated to significantly impact on staff. However, consideration will be taken of protected characteristics if any changes are proposed, and a full EIA will be completed to assess any impact on staff.

**Section two: Assessment**

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA</a> )	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
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<b>Guidance for considerations)</b>						
<b>Age</b>		X				Staff
<b>Disability</b>		X				Staff
<b>Gender reassignment</b>		X				Staff
<b>Pregnancy and maternity</b>		X				Staff
<b>Race</b>		X				Staff
<b>Religion or belief</b>		X				Staff
<b>Sex</b>		X				Staff
<b>Sexual orientation</b>		X				Staff
<b>Marriage &amp; civil partnership</b>		X				Staff
<b>Poverty</b>		X				Staff
<b>Rurality</b>		X				Staff

**Table 2 Geographical impact**

Does the proposal impact on a specific area?

Area	Yes / no	Area	Yes / no	Area	Yes / no
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All Hampshire		Fareham	Yes	New Forest	Yes
Basingstoke and Deane		Gosport		Rushmoor	
East Hampshire	Yes	Hart		Test Valley	
Eastleigh	Yes	Havant	Yes	Winchester	

### **Section three: Equality Statement**

**Table 3 Consideration of and explanation for neutral or low negative impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having neutral or low negative impact</b>
<b>Age</b>	<p>The current age profile of the staff within the County Parks team:</p> <p>Under 20 = 12%</p> <p>20-29 = 22%</p> <p>30-39 = 14%</p> <p>40-49 = 13%</p> <p>50-59 = 24%</p> <p>60-69 = 13%</p> <p>Over 70 = 2%</p> <p>It is not currently anticipated that changes will have an impact on any protected characteristics. However, until the options are established, it is difficult to know the extent of any impact, if any, on protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.</p>
<b>Disability</b>	<p>4.3% of Country Parks staff have declared a disability. It is not currently anticipated that changes will have an impact on any protected characteristics. However, until the options are established, it is difficult to know the extent of any impact, if any, on protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.</p>

<b>Gender reassignment</b>	No current data held for staff on gender re-assignment. It is not currently anticipated that changes will have an impact on any protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
<b>Pregnancy and maternity</b>	There are several members of the Country Parks team that are pregnant or on maternity leave. It is not currently anticipated that changes will have an impact on any protected characteristics. However, until the options are established, it is difficult to know the extent of any impact, if any, on protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
<b>Race</b>	The current ethnic profile for staff in the Country Parks is: White = 94% Black = 1% Not obtained = 5% It is not currently anticipated that changes will have an impact on any protected characteristics. However, until the options are established, it is difficult to know the extent of any impact, if any, on protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
<b>Religion or belief</b>	No current data held for staff on religion or belief. It is not currently anticipated that changes will have an impact on any protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
<b>Sex</b>	The current gender profile for staff in the Country Parks is: Women = 77% Men = 23% This is in line with the gender profile for HCC (76% women / 24% men). It is not currently anticipated that changes will have an impact on any protected characteristics. However, until the options for greater integrated working or different operating models are established, it is difficult to know the extent of any impact, if any, on protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
<b>Sexual orientation</b>	No current data held for staff on sexual orientation. It is not currently anticipated that changes will have an impact on any protected characteristics. Once the scope has been defined a

	subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
<b>Marriage &amp; civil partnership</b>	No current data held for staff on marriage and civil partnership. It is not currently anticipated that changes will have an impact on any protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
<b>Poverty</b>	No current data held for staff on poverty. It is not currently anticipated that changes will have an impact on any protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.
<b>Rurality</b>	No current data held for staff on rurality. It is not currently anticipated that changes will have an impact on any protected characteristics. Once the scope has been defined a subsequent EIA will be completed to assess any impact on staff and ensure staff with protected characteristics are not unfairly disadvantaged.

**Table 4 Explanation and mitigation for medium and high impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having medium or high negative impact</b>	<b>Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)</b>	<b>Short explanation of mitigating actions</b>
N/A			

**Table 5 Consideration of and explanation for positive impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having positive impact</b>
N/A	

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

N/A

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

Until the development and growth opportunities are further defined it is unknown what the likely impact will be upon the workforce. A further, more detailed EIA will be undertaken at a later date once the scope and proposals have been developed.