

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.

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Title:	Park Activities (Park Play)
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Health
Description of the service/policy/project/project phase	Public Health will work with a provider (Park Play) and communities to establish weekly park based physical activity opportunities in a number of locations across Hampshire. The interventions will be free of charge and be available to all who wish to access them. The interventions will focus on enjoyment and play, although will include physical activity. Being physically active benefits both physical and mental wellbeing, including prevention of long-term conditions, maintenance of a healthy weight, improved mood and self-esteem and development of strength and balance.
New/changed service/policy/project	In Hampshire, 67.2% of adults and 48% of children and young people meet the chief medical officer’s physical activity guidelines, while 17.7% of adults in Hampshire are inactive. The new park based physical activity interventions (Park Play) will provide people with an opportunity to be physically active. The

provider will work with communities to develop a plan for on-going sustainability beyond the initial funding period.

Engagement

To date, a formal consultation has not been completed. Insight related to physical activity has been obtained in a variety of ways and locations. It is often reported that adults find it difficult to be physically active, because of childcare responsibilities and we have often received insight that families would like opportunities to be physically active together. Once a provider has been appointed to deliver this intervention, engagement will be completed with the communities where the intervention is being planned to understand who could support the delivery and which locations would be most appropriate to reach the target audiences. The intervention is intended to be owned by the community and the plan is for the community to continue delivery, this will also require consultation and engagement.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Evidence shows that older adults are less likely to be active than adults from younger age ranges and more likely to have long term conditions. Sport England's Active Lives Survey shows that in Hampshire 31% of adults over the age of 65 are inactive compared to 17.9% of adults between the age of 16-64. Older adults have much to gain by being physically active. Although adults aged 35-44 are the most commonly represented at Park Play (2024 Park Play Findings Report), adults of all ages are able to attend and Park Play provides an opportunity for them to be physically active.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Evidence shows that residents of a disability or long term health condition are less likely to achieve the chief medical officers physical activity recommendations of 150 minutes moderate to vigorous activity a week. Sport England's Active Lives Survey shows that in Hampshire 38% of adults with a disability or long term health condition are inactive compared to 16.6% of adults with no disability or long term health condition. Physical activity is important for people with disability to maintain their physical and mental wellbeing. Only 4 in 10 disabled people feel

	they have the opportunity to be as active as they want to be compared to 7 in 10 non-disabled people and 76% of disabled people express a desire to be more active (Activity Alliance Annual disability and activity survey 2023-24). Park play is an accessible and inclusive opportunity for people with disability to participate in physical activity.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Data is not available to identify physical activity levels based on gender reassignment. However, the aim of the park based activities, is to provide inclusive and accessible opportunities for people to engage in physical activity, which will be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	There is evidence to support the benefits of physical activity during and after pregnancy to improve mental and physical wellbeing. The aim of the park based activities, is to provide inclusive environments for people to engage in physical activity. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	Evidence shows that residents of white ethnic origin are more likely to achieve the chief medical offers physical activity recommendations of 150 minutes moderate to vigorous activity a week. Sport England's Active Lives Survey shows that in Hampshire 21% of 'White British' and 19% of 'White Other' adults were inactive. Unfortunately, Hampshire level data is not available for other ethnicities, however

	England level data shows higher levels of inactivity for Asian (33%), Black (31%), Chinese (27%) and 'Other ethnic origins' (32%). The aim of the park based activities, is to provide inclusive environments for people to engage in physical activity. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	Sport England's Active Lives Survey shows that inactivity levels differ by religion or belief. Unfortunately, Hampshire specific data is not available, but England level data shows a lower level of inactivity for those with no religion (20%), compared to other religions such as Jewish (26%), Christian (27%), Buddhist (27%), Other Faith (28%), Hindu (30%), Sikh (33%) and Muslim (38%). The aim of the park based activities, is to provide inclusive environments for people to engage in physical activity. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	Evidence shows that females are more likely to be inactive than males. Sport England's Active Lives Survey shows that in Hampshire 22.1% of females are inactive compared to 21.5% of males. However, females are more likely to participate in swimming (10.4% in the last 28 days) compared to males (7.4% in the last 28 days). The aim of the park based activities, is to provide inclusive environments for people to engage in physical activity. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	Sport England's Active Lives Survey shows that inactivity levels differ by sexual orientation. Hampshire specific data is not available,

	but England level data shows a lower level of inactivity for those who identify as bisexual (19%) compared to sexual orientations such as gay or lesbian (20.2%), heterosexual (25%) and other sexual orientation (29.3%). The aim of the park based activities, is to provide inclusive environments for people to engage in physical activity. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Data is not available to identify the physical activity levels of individuals based on their marriage or civil partnership status. The aim of the park based activities, is to provide inclusive environments for people to engage in physical activity. This is likely to be of benefit to people with this protected characteristic and may help to improve their physical and mental wellbeing.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	Evidence shows that residents living in the most deprived areas (IMD) are less likely to achieve the chief medical officers physical activity recommendations of 150 minutes moderate to vigorous activity a week. Sport England's Active Lives Survey shows that 44.5% of adults living in the second most deprived areas of Hampshire are inactive compared to 18% of adults living in the least deprived areas of Hampshire. (Data was not available at a Hampshire level for IMD decile 1). Nationally, 55.5% of Park Play participants are from IMD deciles 1-4 (Park Play Findings Report 2024), suggesting that the offer appeals to people living in areas of deprivation. The intention would be to target these areas in Hampshire and deliver Park Play sessions in areas of deprivation.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Data is not available to identify the physical activity levels of those living in rural communities. The aim of the park based activities, is to provide inclusive environments for people to engage in physical activity. The Park Play locations will chosen where there are suitable volunteers or community organisations to lead the sessions. These will prioritise areas of deprivation and physical inactivity, however there is a likelihood that in order to generate sufficient interest these will not be in rural areas and people living in rural areas will be required to travel to attend the sessions.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

As per the data included in this EIA, it is understood that physical inactivity levels vary by demographic group and inequalities exist. Reducing physical activity related inequality is a key focus of the 'We Can Be Active' Strategy. The aim of the park based activities programme is to provide inclusive opportunities that enable residents to be more physically active.

There will be on-going monitoring of KPI's, which will include metrics related to demographics. These will be reviewed on a regular basis to understand if any groups are underrepresented in the sessions and if they are how more can be done to include them within the sessions.

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: 00921

Date of production of EIA for publication: 08/07/2026