

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
Charlotte Fox	Senior Public Health Practitioner Adults' Health and Care	charlotte.fox@hants.gov.uk

Title:	Gosport Whole System Approach to Healthy Weight
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Health - Gosport Whole System Approach to Healthy Weight
Description of the service/policy/project/project phase	The causes of obesity are complex and multifactorial with significant implications for health and wellbeing as well as health inequalities. The various factors influencing obesity include, but are not limited to, socio/economic factors, built and natural environment, food systems, physical activity, and eating habits. These problems cannot be resolved by a single agency and there is no single solution. Hence a whole systems approach is required to address obesity. Gosport’s whole system approach to healthy weight is engaging the Gosport system, including the NHS, Gosport Borough Council, and voluntary and community sector to work together to address the many drivers of obesity, making Gosport a place that promotes healthy weight and ensuring residents are supported to achieve and maintain a healthy weight. Public Health will work with Gosport Borough Council or a locally based organisation to distribute funding to

	a range of Gosport organisations to enable them to contribute to Gosport’s WSA to healthy weight.
New/changed service/policy/project	Gosport has the highest prevalence of overweight and obesity in Hampshire. In 2022/23, 74.6% of adults overweight or obese, the highest in the South-east and fourth highest in England. In 2023/24, 25.8% of children aged 4 to 5 years old and 41.3% of children aged 10 to 11 years old were overweight or obese (Office for Health Improvement and Disparities, 2025). There is a positive policy evidence base in relation to Whole System Approaches to Healthy Weight which draw on a Health in All Policies Approach (Public Health England, 2019). In addition to benefitting resident’s health, a whole system approach can deliver a more health-promoting and vibrant environment. The proposed grant scheme offers key benefits including empowering the Gosport community to develop tailored, place-based interventions that reflect local needs and assets, fostering greater engagement and ownership amongst stakeholders, and stimulating innovation, building local capacity and strengthen infrastructure in Gosport. Funding diverse partners and organisations in Gosport will encourage cross-sector collaboration; essential for addressing the complex drivers of obesity. This could include increasing physical activity and healthy eating and working on the wider determinants of health (e.g. improving the food environment and influencing / shifting social norms). Grant funded projects will be required to identify and report on outcomes. This could include project uptake and reach, health outcomes e.g. increased physical activity levels, and how the project is reducing health inequalities. This is important to understand the scope and impact of projects.

Engagement
While no formal consultation has been undertaken, engagement with the whole system approach Steering Group consisting of multiple key stakeholders, including Gosport Borough Council, NHS, and voluntary and community sector, has demonstrated demand and shaped the approach. Therefore, this grant programme approach is part of the locally agreed strategy with partners.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Evidence shows that Gosport has the highest prevalence of overweight and obesity in Hampshire. In 2022/23, 74.6% of adults overweight or obese, the highest in the South-east and fourth highest in England. In 2023/24, 25.8% of children aged 4 to 5 years old and 41.3% of children aged 10 to 11 years old were overweight or obese (Office for Health Improvement and Disparities, 2025). Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. An example would be to enable children and families to increase their physical activity by walking, wheeling, or cycling to school through embedding a healthy streets approach.

Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	In Gosport, 20.4% of residents are disabled under the Equality Act. Evidence from the Health Foundation (2025) shows that 72.5% adults (18+) with a disability were classified as overweight or obese in 2023/24 compared to 62.3% of adults with no disability (in England). People with learning disabilities are at increased risk of being overweight or obese compared to the general population, with poorly balanced diets and very low levels of physical activity. This risk, in turn, increases the likelihood of a range of health and social problems (Public Health England, 2020). Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. An example would be to offer cookery skills and healthy eating education to adults with a learning disability.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. There is no evidence to suggest that the programme will have a disproportionate impact on people with this protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. There is no evidence to suggest that the programme will have a disproportionate impact on people with this protected characteristic.

Mitigation	
------------	--

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Ethnic minority groups are at greater risk of being overweight and obese. Evidence from the Health Foundation (2025) shows that 73.4% of Black adults (18+) were overweight or obese in 2023/24, compared to 65.6% of White British adults (in England). Evidence shows that barriers to physical activity and healthy eating amongst UK ethnic minority communities include lack of time, limited financial resource, lack of awareness, cultural barriers and beliefs. Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. An example would be to work with community leaders to build a network of local champions to share trusted information on physical activity and healthy eating.</p> <p>The proposed grants programme should ensure that promotion and communications of the opportunity are inclusive and accessible for people from different ethnic minority groups, considering potential barriers such as language and cultural norms. Grant funded projects should respect cultural practices and provide guidance that is adaptable to these contexts. It should also be encouraged that examples of successful engagement from diverse communities are shared to build trust and promote culturally sensitive approaches.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Evidence shows that community and faith leaders can play a role in encouraging and supporting behaviour change amongst the community. This could include supporting the community to make healthier decisions. Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. There is no evidence to suggest that the programme will have a disproportionate impact on people with this protected characteristic.</p> <p>The proposed grants programme should ensure that promotion and communications of the opportunity are inclusive and accessible for people from different religions and beliefs, considering potential barriers such as language and cultural norms. Grant funded projects should respect faith-based practices and provide guidance that is adaptable to these contexts. It should also be encouraged that</p>

	examples of successful engagement from diverse communities are shared to build trust and promote culturally sensitive approaches.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	Evidence from the Health Foundation (2025) shows that 69.7% of adult (18+) men were classified as overweight or obese in 2023/24, compared to 59% of adult women (in England). The Health Survey for England (2022) showed that 45% of adults were trying to lose weight, and this was more common in women (52%) than men (38%). Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. An example would be to offer male only physical activity sessions, co-designed with them.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. There is no evidence to suggest that the programme will have a disproportionate impact on people with this protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is emerging international evidence that suggests a link between marriage and increased obesity, particularly among men. UK and local data is limited. Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. An example would be to offer male only physical activity sessions, co-designed with them.
Mitigation	

Poverty

Impact on public	Positive
------------------	----------

Impact on staff	Neutral
Rationale	Evidence shows that residents living in the most deprived areas are more likely to be overweight or obese. In Gosport, 41% of residents live in the three most deprived areas (deciles 1-3 of the Index of Multiple Deprivation, 2019). Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. An example would be to encourage and support uptake of healthy start vouchers for families living in the most deprived areas, increasing access to healthy food.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Grant applications will be required to demonstrate need and how their proposal contributes to reducing health inequalities and contributes to the whole system approach. There is no evidence to suggest that the programme will have a disproportionate impact on people with this protected characteristic. Whilst Gosport is a predominantly urban area, 21% of households do not have access to a car (2021). Projects should give consideration to residents without access to private vehicles.
Mitigation	

Geographical Impact:Gosport

Equality Statement

Additional information:

Some residents may experience overlapping vulnerabilities, such as living with a disability, being from an ethnic minority background, and residing in a deprived area. These compounded factors can increase barriers to achieving a healthy weight. Grant-funded projects should be encouraged to consider intersectional needs in their design and delivery.

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: 01014

Date of production of EIA for publication: 19/11/2025