

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:	Hampshire Public Health Strategy 2026 - 2030
Related EIAs:	EIA Number: EIA0406
EIA for Savings Programme:	No
Service affected	This Equality Impact Assessment (EIA) considers the likely impacts of the Hampshire County Council Public Health Strategy 2026 - 2030 on staff, residents and communities across Hampshire. By delivering this strategy, we will increase the number of years people live in good health and reduce the gap between communities with the best and poorest health. It focuses on prevention, tackling the root causes of ill health, and bringing partners together to make support more effective.
Description of the service/policy/project/project phase	The Hampshire Public Health Strategy (2026–2030) sets out how Hampshire County Council will: - Improve population health - Increase healthy life expectancy - Reduce preventable illness - Narrow the gap between communities experiencing the best and worst health outcomes The strategy adopts: - A whole-life-course approach (from best start in life to healthy ageing) - A place-based approach focused on healthy homes, transport, air quality, access to services and green space - A system-leadership role, working across the Council,

	NHS, district and borough councils, voluntary and community sector, and the Hampshire and Isle of Wight Integrated Care System It aligns with wider Council priorities and the building blocks of health, recognising the link between health, income, education, housing, work, environment and social connection.
New/changed service/policy/project	The Hampshire Public Health Strategy 2026 - 2030 has been updated to reflect: - A refreshed strategic framework - New ambitions and priorities - Stronger emphasis on prevention, mental wellbeing, healthy places and climate change - Explicit targeting of health inequalities and unfair differences in outcomes

Engagement
<p>The refreshed Public Health Strategy has been shaped through extensive engagement across the system, bringing together insight from internal teams, partners and communities. We have worked collaboratively with directorates across the Council alongside NHS partners, District and Borough Councils, the voluntary, community and social enterprise sector, Fire, Police, NHS trusts, HIOW ICB and academic partners. This has included a programme of workshops, meetings, and targeted discussions, complemented by ongoing dialogue through established partnerships and governance forums. Engagement has placed a strong emphasis on place-based and community-centred approaches, working with communities as partners, using co-production and lived experience, ensuring that community insight, particularly from those experiencing the greatest inequalities, informs both the strategic ambitions and how they will be delivered.</p> <p>Feedback highlighted the importance of moving beyond consultation to sustained collaboration, strengthening place-based working, and making better use of existing networks, communities of practice and partnership structures. Across partners there was strong alignment with the overall direction of travel, alongside a clear steer to:</p> <ul style="list-style-type: none"> - deepen partnership working and shared ownership of delivery - improve clarity on roles, governance and joint action planning - use data, evidence and insight (including lived experience) to inform targeted, locally responsive approaches - maintain ongoing engagement throughout implementation, not just strategy development <p>This approach reflects our commitment to an inclusive, system-wide and continuous model of engagement, where partners and communities play an active role in shaping, delivering and refining the strategy over time.</p> <p>Health Inequalities in Hampshire</p> <p>Hampshire is generally a healthy place to live and work, however this masks differences in health between communities. People living in more deprived areas and those with additional needs experience poorer health, develop illness earlier, and are more likely to die younger.</p> <p>These differences are seen most clearly in life expectancy, years lived in good health, and rates of preventable illness and death.</p> <p>Deprivation and place</p> <p>66,000 people live in Hampshire's most deprived areas, with life expectancy around 9 years lower for men and 11 years lower for women, and up to 15 fewer healthy years. The rate of preventable deaths among under 75s in the most deprived areas is almost three times higher than in the least deprived areas.</p>

Gender

Men have higher early and preventable death rates; women tend to live longer but spend more years in ill health.

Ethnicity

Although Hampshire is less ethnically diverse than the national average, some minority ethnic groups are more likely to experience poorer outcomes, linked to deprivation and barriers to services.

Learning disabilities

People with learning disabilities have poorer health and die younger due to delayed diagnosis, access issues, and unmet needs.

Mental illness

Severe mental illness is linked to 5–6 times higher death rates, largely from preventable physical conditions [JJ1] [RK2].

Exclusion

People facing multiple forms of exclusion, such as homelessness, alcohol use or drug use also experience very poor health and some of the lowest life expectancy of any group.

Please refer to our Hampshire JSNA for more information on risk factors, preventable illness and health inequalities

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The strategy takes a whole-life-course approach, recognising that people's health needs and risks change at different stages of life. It places strong emphasis on giving children and young people the best start in life, supporting healthy development, emotional wellbeing and resilience, and reducing inequalities that can persist into adulthood.</p> <p>For working-age adults, the strategy focuses on prevention of long-term conditions, mental wellbeing, healthy behaviours and access to supportive environments, including good work, housing, transport and community connections. These actions are expected to reduce preventable illness and support people to remain healthy, active and economically independent for longer.</p> <p>The strategy also prioritises healthy ageing by promoting strength, balance, social connection and age-friendly places, helping older people to maintain independence, reduce the risk of falls and frailty, and stay connected to their communities. By targeting action where health outcomes are poorest and addressing the wider determinants of health, the strategy will help improve health outcomes and reduce inequalities and create fairer opportunities for good health across all age groups and contribute to narrowing age-related health inequalities.</p>

Mitigation	
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Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy addresses key drivers of disability and years lived in ill health through prevention of long-term conditions, improved mental wellbeing and earlier intervention. A strong focus on inclusive and accessible environments, including transport, housing and public spaces, supports independence and social participation for people with disabilities. Action to reduce environmental risks such as poor air quality will particularly benefit those more vulnerable to respiratory and cardiovascular impacts. As an anchor institution, the Council's commitment to inclusive employment practices, staff wellbeing and access to opportunities is expected to contribute to improved outcomes for disabled residents and staff.
Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The strategy is underpinned by inclusive principles that promote fairness, dignity and respect for people of all gender identities. Its commitment to reducing stigma and discrimination, alongside a strong focus on mental wellbeing across the life course, is expected to deliver positive benefits for transgender people and those undergoing gender reassignment.</p> <p>Transgender residents are known to experience higher levels of poor mental health, barriers to accessing services and negative experiences within health and public services. By embedding inclusive service design, improving staff awareness and capability, and promoting stigma-free access to prevention, mental health and sexual health support, the strategy helps remove barriers that can deter transgender people from seeking timely care.</p> <p>The emphasis on community engagement, accessible information and equitable access to services supports earlier intervention and improved uptake of support, while also contributing to safer, more supportive environments for transgender staff within the Council. Overall, this approach is expected to improve health outcomes, reduce inequalities and support fair and consistent access to services for transgender residents and employees.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy places a strong emphasis on supporting women and families during pregnancy, childbirth and the early years of a child's life. A clear focus on giving babies the best start in life includes prevention, early help and coordinated support throughout pregnancy and the postnatal period. Actions to improve maternal physical and mental health, including perinatal mental wellbeing, are expected to reduce avoidable ill health and improve outcomes for mothers and infants. The strategy also prioritises protection from harm, including prevention of domestic abuse and improved access to safe accommodation and support services for pregnant women and families. Overall, the approach supports equitable access to timely, high-quality services for women during pregnancy and maternity, with a particular focus on reducing inequalities in outcomes.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The strategy strengthens its focus on reducing ethnic health inequalities through a clear commitment to community-led, culturally competent and place-based approaches. It recognises that people from some minority ethnic groups experience poorer health outcomes, reduced access to services, and higher exposure to the social and environmental drivers of ill health, often linked to deprivation, discrimination and structural disadvantage.</p> <p>The strategy prioritises engagement with communities using data, evidence and local insight (including lived experience), including continued use of community researchers and partnership working with voluntary and community sector organisations. This approach supports better understanding of cultural, linguistic and practical barriers to accessing services, enabling services and prevention activity to be designed in ways that are more inclusive, accessible and responsive to need.</p> <p>By targeting action where health outcomes are poorest and tailoring prevention, mental wellbeing, sexual health, maternal health and long-term condition support to underserved communities, the strategy supports earlier intervention, improved uptake of services and reduced avoidable illness. Overall, this is expected to contribute to narrowing gaps in health outcomes between ethnic groups and improving equity across Hampshire's diverse communities.</p>
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The strategy promotes inclusive engagement and service delivery approaches that recognise and respect the diverse religious and belief backgrounds of Hampshire’s population. It acknowledges that religious beliefs and cultural practices can influence how individuals understand health, access services and engage with prevention and health improvement initiatives.</p> <p>By working in partnership with local communities, faith groups and the voluntary and community sector, the strategy supports culturally sensitive communication, outreach and co-production. This helps ensure that information and services are delivered in ways that are appropriate, accessible and trusted, reducing the risk of exclusion or disengagement from key public health messages and support.</p> <p>The focus on place-based working and tailored engagement supports equitable access to prevent illness, reduce risk factors and act early to stop problems getting worse for people of all religions and beliefs. Overall, this approach is expected to improve uptake of services, build trust with diverse communities and contribute to fairer health outcomes across Hampshire.</p>
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The strategy supports improved health outcomes for women and men by addressing sex-related differences in health risks, patterns of illness and access to services. A strong focus on prevention and early intervention is expected to contribute to reduced incidence of major public health conditions, including cardiovascular disease (CVD), cancer, diabetes and respiratory disease, which affect women and men in different ways and at different stages of life.</p> <p>Actions to promote healthier behaviours including smoking cessation, physical activity, healthy weight, improved diet and reduced alcohol-related harm – are expected to have a positive impact on sex-specific risk profiles for long-term conditions, particularly CVD and related metabolic conditions. Embedding mental wellbeing across all areas of work also recognises the differing prevalence and presentation of mental health concerns among women and men, supporting earlier identification and access to support.</p> <p>The strategy’s emphasis on inclusive sexual and reproductive health services, alongside prevention and support related to domestic abuse, recognises that women are disproportionately affected by some harms while also ensuring that men can access appropriate support. By reducing stigma, improving accessibility and tailoring approaches to differing needs, the strategy supports equitable access to prevention,</p>

	treatment and support, contributing to improved physical and mental health outcomes for both women and men and reducing inequalities linked to sex.
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The strategy promotes inclusive, stigma-free approaches to sexual and mental health, recognising that people who identify as lesbian, gay, bisexual or other sexual orientations can experience poorer health outcomes, higher levels of mental distress and barriers to accessing services. These disparities are often linked to stigma, discrimination and reduced confidence in mainstream services.</p> <p>By prioritising inclusive service design, clear and accessible information, and respectful engagement, the strategy supports improved access to prevent illness, reduce risk factors and act early to stop problems getting worse. A particular focus on groups disproportionately affected by poor sexual health outcomes, including higher rates of sexually transmitted infections and unmet mental health needs, is expected to support earlier engagement and improved uptake of services.</p> <p>Embedding mental wellbeing, community engagement and targeted prevention across the strategy is expected to reduce inequalities, improve experiences of care and support better health outcomes for LGBTQ+ residents across Hampshire..</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The Strategy applies to all residents regardless of marital or civil partnership status. The strategy focuses on population-level prevention, health improvement and reduction of health inequalities, and does not differentiate access to services or support on the basis of marriage or civil partnership. No evidence has been identified to suggest that the strategy would result in differential or disproportionate impacts for people who are married or in civil partnerships compared with those who are not. As such, no specific mitigations are required.</p>
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The strategy recognises poverty as a major driver of poor health outcomes and health inequalities across Hampshire. People and communities experiencing low income, deprivation and financial insecurity are more likely to experience poorer physical and mental health, higher rates of long-term conditions, and increased exposure to environmental and social risks.</p> <p>A strong focus on prevention of illness, reducing risk factors, acting early to stop problems getting worse and the building blocks of health – including income, housing, work, environment and social connection – will help improve health outcomes and reduce inequalities and create fairer opportunities for good health for people living in poverty. Targeted action to reduce preventable illness, support mental wellbeing, improve healthy life expectancy and address risk factors such as smoking, unhealthy weight and poor housing conditions will disproportionately benefit those experiencing disadvantage.</p> <p>The strategy’s commitment to place-based working, community engagement and targeting effort where health outcomes are poorest supports improved access to services, earlier support and reduced barriers for people on low incomes. As an anchor institution, the Council’s role in inclusive employment, staff wellbeing and fair access to opportunities further supports action on poverty and its health impacts. Overall, the strategy is expected to contribute to reducing health inequalities linked to deprivation and improving outcomes for individuals and communities affected by poverty.</p>
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The strategy recognises that people living in rural areas can experience distinct health challenges, including reduced access to services, transport barriers, social isolation and higher exposure to environmental risks such as fuel poverty and poor housing quality. Rural communities may also face challenges accessing social support and support to prevent illness, reduce risk factors and act early to stop problems getting worse due to distance, connectivity and service availability.</p> <p>Through its place-based approach, the strategy supports action that reflects the specific needs and assets of rural communities. This includes improving access to services through joined-up working with partners, promoting healthy and active environments, and strengthening community networks to support mental wellbeing, social connection and resilience.</p>

	The focus on healthy places, sustainable transport, access to green spaces, environmental quality and community-led prevention will help improve health outcomes and reduce inequalities and create fairer opportunities for good health for rural residents, building on Hampshire’s natural assets while reducing inequalities linked to geography. Overall, the strategy aims to improve access, reduce isolation and support better physical and mental health outcomes for people living in rural areas.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

This Equality Impact Assessment has been undertaken at a strategic level to assess the overall impact of the Hampshire County Council Public Health Strategy 2026 - 2030. The strategy sets a high-level framework for improving population health, increasing healthy life expectancy and reducing health inequalities across Hampshire.

It is recognised that the strategy will be delivered through a range of programmes, commissioned services and action plans developed over time. Where specific initiatives, service changes or commissioning decisions arise from the strategy, further Equality Impact Assessments will be undertaken as appropriate to identify and address any potential differential impacts on protected characteristic groups or communities experiencing disadvantage.

The strategy is informed by robust evidence, including the Hampshire Joint Strategic Needs Assessment (JSNA), population health data and community insight, and will be monitored through established governance arrangements. Ongoing engagement with communities and partners will support continuous consideration of equality, inclusion and fairness as the strategy is implemented.

Overall, the strategy is designed to promote equity, prevent avoidable ill health and ensure that action is targeted where need is greatest, supporting continuous compliance with the Public Sector Equality Duty.

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: 01146

Date of production of EIA for publication: 03/06/2026