



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:	Climate Change Annual Report
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	All services but no change as its a monitoring report
Description of the service/policy/project/project phase	Monitoring of progress on climate change actions across Hampshire County Council
New/changed service/policy/project	No change as it is a monitoring report for climate change action taking place across the whole of Hampshire County Council.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as its a monitoring report
Mitigation	

Disability

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as it is a monitoring report for climate change action taking place across the whole of HCC
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as its a monitoring report
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as its a monitoring report

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as its a monitoring report
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as its a monitoring report
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral

Rationale	No change as its a monitoring report
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as its a monitoring report
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as its a monitoring report
Mitigation	

Poverty

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	No change as its a monitoring report
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No change as its a monitoring report
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

None

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

This decision relates to an annual monitoring report and does not result in any changes to services, so has been assessed as having a neutral impact on groups with protected characteristics.

