



## 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:	ETE Proposed Capital Programme 2022/23, 2023/24 and 2024/25
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	ETE's capital programme.
Description of the service/policy/project/project phase	This paper sets out the proposed 3 year capital programme for the Economy, Transport and Environment Department in order that, subject to approval by the Executive Lead Member, the proposals can be recommended to Cabinet for inclusion in the County Council's 2022/23 to 2024/25 capital programme.
New/changed service/policy/project	The approval of the proposed 2022/23, 2023/24 and 2024/25 capital programmes as set out in this report and in Appendices 1 and 2.

Engagement
None

## Equalities considerations - Impact Assessment

### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.

Mitigation	
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## Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.</p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual

	schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.

Mitigation	
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## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in house management of accounts and therefore have a neutral impact on groups with protected characteristics.
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:

EIA reference number: 00181

Date of production of EIA for publication: 28/03/2022