



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:	Natural Environment – Review and Way Forward
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	County Council services designed to protect and enhance the natural environment.
Description of the service/policy/project/project phase	The purpose of the report is to set out the actions taken by the County Council to protect the natural environment, to describe its key current activities in this important area, to outline recent and forthcoming changes, including in national legislation, and to seek approval for the approach being proposed to address the provisions under the Environment Act (2021), and wider climate change responses, and to note the new duties and responsibilities necessary to protect and enhance the natural environment introduced by the Environment Act (2021).
New/changed service/policy/project	The County Council's approach to protect and enhance the natural environment will be adjusted to enable it to meet its obligations under the new legislation effectively, to capitalise on the unique opportunities afforded by the new circumstances to benefit the natural environment and address the challenge of climate change, to demonstrate leadership, and to drive forward a collaborative approach with partners and stakeholders.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	-

Impact on staff	-
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-

Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

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Impact on public	-
Impact on staff	-
Rationale	
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:

The purpose of this report is to set out the actions taken by the County Council to protect the natural environment, to describe its key current activities in this important area, to outline recent and forthcoming changes, including in national legislation, and to seek approval for the approach to address these new requirements. The impact of the matters covered by this decision is considered to be neutral for groups with protected characteristics.

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