



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:	Flood and Water Catchment Management Plans
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Flood and Water Management
Description of the service/policy/project/project phase	Publication of a suite of 18 Flood and Water Catchment Management Plans designed to prioritise areas most at risk from flooding across Hampshire, and the implementation of certain policy statements regarding planning and consenting within these areas to reduce flood risk.
New/changed service/policy/project	The policy statements will encourage best practise in water management in all new development and drainage works to reduce flood risk in the most vulnerable areas of Hampshire

Engagement
It is considered that the proposal will have a neutral impact on groups with protected characteristics, as the Catchment Plans are designed to protect and support every resident in prioritised areas regardless of protected characteristics.. The catchment plans will be released for public consultation online for 6 weeks before publication.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They

	will have no impact on staff
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff

Mitigation	
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Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral

Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Plans will increase resilience to flooding for all residents regardless of characteristics. They will have no impact on staff
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: 00223

Date of production of EIA for publication: 24/06/2022