



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:	Hampshire Minerals & Waste Development Scheme
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Minerals and waste planning.
Description of the service/policy/project/project phase	The Development Scheme sets out the programme and timetable for preparing minerals and waste policy documents.
New/changed service/policy/project	The Development Scheme includes a revised timetable for the preparation of the Hampshire Minerals & Waste Plan - Partial Update.

Engagement
An Equalities Impact Assessment will be carried out to support the preparation of the Hampshire Minerals & Waste Plan - Partial Update. Consultation will take place at different stages of the plan-making process.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.

Mitigation	
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Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Development Scheme is a programme rather than a project and therefore, does not have an impact on any specific protected characteristic.
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: 00246

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