

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:	North Wessex Downs Management Plan 2025-2030
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Natural Landscapes.
Description of the service/policy/project/project phase	North Wessex Downs Council of Partners (incl. Hampshire County Council) adoption of a new Management Plan.
New/changed service/policy/project	A new management plan has been drafted for 2025-2030 as per DEFRA guidelines.

Engagement
Equalities Impact Assessment (EIA) Screening was undertaken for the Management Plan by the Partnership Board. These assessments concluded that, due to the inclusive nature of the Management Plan and its purpose of conserving and enhancing the natural beauty of the National Landscape, its objectives and policies would have a neutral impact on those groups of people identified in law as being at risk of discrimination or on poverty or rurality.

The plans make provision for improvement of physical access to the protected landscapes for individuals with mobility problems.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Equalities Impact Assessment (EqIA) Screening was undertaken for each AONB Management Plan on behalf of their respective Partnerships. These assessments concluded that, due to the inclusive nature of the Management Plans and their purpose of conserving and enhancing the natural beauty of the AONBs, their objectives and policies would have no negative impacts on those groups of people identified in law as being at risk of discrimination or on poverty or rurality. The impact on this protected characteristic is found to be neutral.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Equalities Impact Assessment (EqIA) Screening was undertaken for each AONB Management Plan on behalf of their respective Partnerships. These assessments concluded that, due to the inclusive nature of the Management Plans and their purpose of conserving and enhancing the natural beauty of the AONBs, their objectives and policies would have no negative impacts on those groups of people identified in law as being at risk of discrimination or on poverty or rurality. The plans make provision for improvement of physical access to the protected landscapes for individuals with mobility problems so the impact on this protected characteristic is found to be positive.
Mitigation	

Gender Reassignment

Impact on public	Neutral

Impact on staff	Neutral
Rationale	Equalities Impact Assessment (EqIA) Screening was undertaken for each AONB Management Plan on behalf of their respective Partnerships. These assessments concluded that, due to the inclusive nature of the Management Plans and their purpose of conserving and enhancing the natural beauty of the AONBs, their objectives and policies would have no negative impacts on those groups of people identified in law as being at risk of discrimination or on poverty or rurality. The impact on this protected characteristic is found to be neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Equalities Impact Assessment (EqIA) Screening was undertaken for each AONB Management Plan on behalf of their respective Partnerships. These assessments concluded that, due to the inclusive nature of the Management Plans and their purpose of conserving and enhancing the natural beauty of the AONBs, their objectives and policies would have no negative impacts on those groups of people identified in law as being at risk of discrimination or on poverty or rurality. The impact on this protected characteristic is found to be neutral.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

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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
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Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
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	nature of the Management Plans and their purpose of conserving and enhancing the natural beauty of the AONBs, their objectives and policies would have no negative impacts on those groups of people identified in law as being at risk of discrimination or on poverty or rurality. The impact on this protected characteristic is found to be neutral.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Equalities Impact Assessment (EqIA) Screening was undertaken for each AONB Management Plan on behalf of their respective Partnerships. These assessments concluded that, due to the inclusive nature of the Management Plans and their purpose of conserving and enhancing the natural beauty of the AONBs, their objectives and policies would have no negative impacts on those groups of people identified in law as being at risk of discrimination or on poverty or rurality. The impact on this protected characteristic is found to be neutral.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Equalities Impact Assessment (EqIA) Screening was undertaken for each AONB Management Plan on behalf of their respective Partnerships. These assessments concluded that, due to the inclusive nature of the Management Plans and their purpose of conserving and enhancing the natural beauty of the AONBs, their objectives and policies would have no negative impacts on those groups of people identified in law as being at risk of discrimination or on poverty or rurality. The impact on this protected characteristic is found to be neutral.
Mitigation	

Geographical Impact: Basingstoke and Deane, Test Valley

Equality Statement

Additional information:

None

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00948

Date of production of EIA for publication: 09/10/2025