

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:	Devolution
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	This EIA covers the impacts of devolution, specifically the creation of a Mayoral Combined County Authority for Hampshire and the Solent. Information related to the affected services is emerging as secondary legislation is produced, but at the current time the services directly affected are the Council's Strategic Transport function, and some of the Council's public transport functions (concessionary fares and Bus Service Improvement Plan funding) and Economy and Skills, specifically the Growth Hub, Careers Hub and Bootcamp programmes. Others may be affected but this is unknown at this time. However, where the services are affected it is because it will move to another authority rather than be deleted.
Description of the service/policy/project/project phase	This EIA considers whether there are any impacts under the Equality Act from the creation of a Mayoral Combined County Authority for Hampshire and the Solent.

New/changed service/policy/project	The MCCA is a new and separate organisation which will receive devolved powers from Government. In addition to the new powers being devolved some limited powers that Hampshire County Council currently has that will move to the new authority, the most significant relating to the Council's strategic transport functions and the ability for support provision for new public transport provision via the Bus Service Improvement Plan funding. Functions of the MCCA include a requirement to produce a Transport Plan, a Spatial Development Strategy, a Growth Plan and a Skills Strategy. Funding for strategic transport, major infrastructure and Adult Skills will be devolved to the MCCA to invest in the Hampshire and Solent area.
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Engagement
Public consultation was carried out via an online survey run by MHCG in April 2015. Following the results of this consultation the Government included Hampshire and the Solent Upper Tier Authorities on its Devolution Priority Programme which leads to a new Mayoral Combined County Authority for Hampshire and the Solent with Mayoral elections on 8 May

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Public Impact</p> <p>The creation of a MCCA for Hampshire and the Solent will lead to significant infrastructure investment in the region, particularly in relation to transport, but other forms of infrastructure may also be funded by the MCCA using discretionary funding, and in relation to Adult Skills Funding. The impact in relation to physical infrastructure is not fully known at this time as it will depend on what decisions the Mayor and the MCCA take in how this funding is spent. There could be positive or negative impacts depending on where funding is directed, particularly in relation to public transport and concessionary fares where some age ranges could see new concessions and some may see concessions reduced. Any new policy implemented by the MCCA would require an EIA at the time.</p> <p>There is a positive impact on age in relation to Adult Skills Funding. This is funding that targets and skills and training for residents aged 16 and over. This funding is currently allocated by central Government but will be devolved to the MCCA. This move will mean skills and training for adults will be targeted to employer and wider local economic needs, leading to better employment opportunities post training for local people.</p> <p>Staff Impact</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the</p>

	MCCA. At the current time the impact of this is unknown, but it will not target specific ages of staff and the Council's existing policies around TUPE and Redundancy will be followed.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impact</p> <p>It is not anticipated that there will be any specific impacts to people with a Disability through devolution and the creation of a MCCA. The MCCA will not remove services and funding that benefit people with a disability. There may be some new benefits to people with a disability but this would depend on how the Mayor and the MCCA chooses to target funding. Any policy implemented by the MCCA would need to have an EIA at the time</p> <p>It is possible that the MCCA may implement policy relating to Adult Skills Funding that could have a positive impact on people affected by a disability, but this is unknown at this time. Any new policy implemented by the MCCA would need to have an EIA at the time</p> <p>Staff Impact</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed and any impacts related to disability will be addressed through these policies at the time.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impact</p> <p>There will be no specific impact on people who have had gender reassignment from devolution and the creation of a MCCA.</p> <p>Staff Impact</p>

	The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impacts</p> <p>There will be no direct impacts to people who are pregnant from devolution and the creation of the MCCA.</p> <p>Staff Impacts</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed and any impacts on anyone who is pregnant will be addressed through these policies at that time.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impacts</p> <p>There will be no direct impacts as a result of a persons race as a result of devolution and the creation of a MCCA.</p> <p>Staff Impacts</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Public Impacts

	<p>There will be no impact on religion or belief from Devolution and the creation of a MCCA</p> <p>Staff Impacts</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impact</p> <p>There will be no impact on sex from Devolution and the creation of a MCCA</p> <p>Staff Impact</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impact</p> <p>There will be no impact on sexual orientation from Devolution and the creation of a MCCA</p> <p>Staff Impact</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed.</p>

Mitigation	
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Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impacts</p> <p>There will be no impact on religion or belief from Devolution and the creation of a MCCA</p> <p>Staff Impacts</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impacts</p> <p>There may be some impacts on poverty as a result of devolution and the MCCA but these are unknown at this time and are dependent on the policies the MCCA may implement in relation to concessionary fares and bus franchising. These impacts could be positive or negative and depend on the nature of the change implement by the MCCA. Any new policy implemented by the MCCA would require a EIA at the time.</p> <p>It is possible that the MCCA may implement policy in respect of Adult Skills Funding and other skills and training provision that could have a positive impact on poverty but this is unknown at this time. Any new policy implemented by the MCCA will need to have an EIA at the time</p> <p>Staff Impacts</p> <p>The impacts on staff relating to devolution relate to job insecurity, with some functions likely to move from the County Council to the MCCA. At the current time the impacts of this are unknown. The Council's existing policies relating to TUPE and redundancy will be followed.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Public Impact</p> <p>There could be some impacts on rurality from devolution and the creation of a MCCA as a result of policy decisions the new authority may take, particularly in relation to public transport and bus travel. These impacts could be positive or negative, but this is unknown at this time and will depend on the detail of the policy introduced. Any new policy introduced by the MCCA will need an EIA at the time.</p> <p>Staff Impacts</p> <p>The impacts on staff from devolution and the creation of an MCCA relate to job insecurity, with some County Council functions likely to move to the MCCA. At the current time the impacts of this are unknown. The Council's policies in relation to TUPE and redundancy will be followed at the time</p>
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

It is difficult to fully assess the impacts of the MCCA on all protected characteristics at the time as it depends on the policy decisions taken by the Mayor and the MCCA once in place, but all new policy will require an EIA to be carried out at the time.

In general though the impacts should be positive for all protected characteristics as it will result in significant investment in infrastructure, public transport, and skills and training, and will lead to increased employment opportunities

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: 00958

Date of production of EIA for publication: 16/09/2025