

## 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:	Local Nature Recovery Strategy for Hampshire
Related EIAs:	EIA Number: 438
EIA for Savings Programme:	No
Service affected	The County Council has been appointed by the Secretary of State for Environment, Food and Rural Affairs as the responsible authority to prepare the Local Nature Recovery Strategy for Hampshire.
Description of the service/policy/project/project phase	The Local Nature Recovery Strategy for Hampshire is a spatial strategy required by Law under the Environment Act 2021 which must agree priorities for nature's recovery, map the most valuable existing areas for nature and map specific proposals for creating or improving habitat for nature and wider environmental goals.
New/changed service/policy/project	This is a new statutory duty and the Strategy will play an important role in planning and guiding the delivery of Biodiversity Net Gain. It will also be a tool for leveraging funding for nature recovery across the Strategy area to make sure the best opportunities are taken for nature recovery.

Engagement
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Informal engagement took place with key stakeholders and the public at the start of the project between January and March 2024, and a statutory public consultation took place over 6 weeks from 12 May to 23 June 2025. The engagement shaped the way that the Strategy was prepared, and the consultation has helped to improve the final strategy by helping us improve the readability of the document, address points of ambiguity, and further develop the priorities and measures.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

### Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

### Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral

Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Local Nature Recovery Strategy is seeking to ensure that nature-friendly farming is encouraged and, by working with farmers and landowners on the preparation of the Strategy, will provide the best opportunities for those undertaking nature recovery on their land to be able to lever funding and take advantage of opportunities to deliver biodiversity net gain.
Mitigation	

## Geographical Impact:All Hampshire

## Equality Statement

### Additional information:

The Strategy also covers Portsmouth City Council and Southampton City Council areas. Each of the authorities has been involved in the project through both the Steering Group and the Local Planning Authority Working Group. The Steering Group also has representatives of the National Farmers' Union (NFU), Country Land and Business Association (CLA), Hampshire & Isle of Wight Wildlife Trust, Natural England, Hampshire & Isle of Wight Local Nature Partnership and the two National Parks of New Forest and South Downs.

### 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: 00971

Date of production of EIA for publication: 31/10/2025