

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
Ilina Todorovska	Planning Policy Lead Officer (Waste) Hampshire 2050	ilina.todorovska@hants.gov.uk

Title:	Hampshire Minerals & Waste Plan: Partial Update - Potential Modifications Consultation - Director
Related EIAs:	EIA Number: 716
EIA for Savings Programme:	No
Service affected	Minerals and Waste Planning
Description of the service/policy/project/project phase	The Hampshire Minerals & Waste Plan (adopted 2013) requires updating. The Hampshire Minerals & Waste Plan: Partial Update is being prepared which will supersede the 2013 Plan, once adopted.
New/changed service/policy/project	The Partial Update Plan was submitted to the Secretary of State in July 2024 for public examination. The appointed Inspector held hearings between 4th February 2025 and 13th February 2025, and then on a follow up date on 9th September 2025. During the examination, the Inspector determined that Main Modifications are required to resolve soundness issues. Most plans are subject to such a request. The Main Modifications are required to be subject to consultation alongside the associated Habitats Regulation Assessment and Sustainability Appraisal.

Engagement

Two previous consultation processes have been undertaken to inform the plan-making process. The decision is to undertake a further consultation and this will be undertaken in accordance with the Statements of Community Involvement prepared by the Hampshire Authorities which seek to ensure an equitable consultation process.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Two Equalities Impact Assessment (EqIA) have been carried out to support the preparation of the partial update of the Hampshire Minerals & Waste Plan. The decision to be taken is for a further consultation which will be carried out in accordance with Hampshire County Council's Statement of Community Involvement. The impact of the decision is considered to be neutral.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Two Equalities Impact Assessment (EqIA) have been carried out to support the preparation of the partial update of the Hampshire Minerals & Waste Plan. The decision to be taken is for a further consultation which will be carried out in accordance with Hampshire County Council's Statement of Community Involvement. The impact of the decision is considered to be neutral.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Mitigation	
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Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Two Equalities Impact Assessment (EqIA) have been carried out to support the preparation of the partial update of the Hampshire Minerals & Waste Plan. The decision to be taken is for a further consultation which will be carried out in accordance with Hampshire County Council's Statement of Community Involvement. The impact of the decision is considered to be neutral.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Two Equalities Impact Assessment (EqIA) have been carried out to support the preparation of the partial update of the Hampshire Minerals & Waste Plan. The decision to be taken is for a further consultation which will be carried out in accordance with Hampshire County Council's Statement of Community Involvement. The impact of the decision is considered to be neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
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	County Council's Statement of Community Involvement. The impact of the decision is considered to be neutral.
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
Rationale	Two Equalities Impact Assessment (EqIA) have been carried out to support the preparation of the partial update of the Hampshire Minerals & Waste Plan. The decision to be taken is for a further consultation which will be carried out in accordance with Hampshire County Council's Statement of Community Involvement. The impact of the decision is considered to be neutral.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Two Equalities Impact Assessment (EqIA) have been carried out to support the preparation of the partial update of the Hampshire Minerals & Waste Plan. The decision to be taken is for a further consultation which will be carried out in accordance with Hampshire County Council's Statement of Community Involvement. The impact of the decision is considered to be neutral.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Two Equalities Impact Assessment (EqIA) have been carried out to support the preparation of the partial update of the Hampshire

	Minerals & Waste Plan. The decision to be taken is for a further consultation which will be carried out in accordance with Hampshire County Council's Statement of Community Involvement. The impact of the decision is considered to be neutral.
Mitigation	

Geographical Impact: All Hampshire

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: 00990

Date of production of EIA for publication: 13/11/2025