

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 Skills Strategy 2025
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The service affected is skills and employment within Hampshire.
Description of the service/policy/project/project phase	Hampshire County Council last published a Skills Strategy and Action Plan in 2022. Since then, with the integration of Local Enterprise Partnership functions and of the Enterprise M3 LEP team, there has been a shift in how the Council is organised to deliver economic development and skills in Hampshire. Part of this is the creation of the Hampshire Prosperity Partnership and the Economy and Skills team in the Hampshire 2050 Directorate. At the meeting of the Hampshire Prosperity Partnership Board on 3 September 2024, a paper was presented to update the Board on skills strategy with a recommendation for the development of an updated skills strategy and action plan that builds on work to date; is developed in partnership with employers, providers and local stakeholders; and supports aspirations for economic prosperity through greater local accountability and control.

New/changed service/policy/project	The Hampshire Skills Strategy is a product of considerable stakeholder engagement activity and provides an analysis of the region's skills landscape, examining current and future demand and supply-side challenges. The Strategy also outlines skills priorities for the area and an action plan for the next twelve months with a clear message of innovative partnership working. Delivery of the Hampshire Skills Strategy will link closely with the Get Hampshire Working Plan and Local Skills Improvement Plans (LSIPs) to ensure alignment, avoid duplication and support an integrated offer of local skills support.
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Engagement
<p>Between September 2024 and October 2025, the process of developing the Hampshire Skills Strategy has included a range of engagement activity. This has included:</p> <ul style="list-style-type: none"> • Formal presentations to Hampshire Prosperity Partnership Board (three meetings with up to 16 attendees at each), the Hampshire Skills Partnership (five meetings with up to 18 attendees at each) and the Joint Hampshire Further Education Principals' group (three meetings with up to 15 attendees). • Two interactive workshops with 31 representatives from private sector, public sector, education and training providers and voluntary community and social enterprises. • Six presentations as part of borough / district economic development meetings (each meeting ranging from 15 – 19 attendees). <p>At one of the workshops, a list of the target groups was agreed. This list was presented to and endorsed by the Hampshire Skills Partnership.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The Strategy will include a number of priorities and actions for stakeholders that will result in a positive impact on both young and older people in Hampshire, including employees of Hampshire County Council, to support them with skills to help them grow and develop.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	The Strategy will include a number of priorities and actions for stakeholders that will result in a positive impact on those with disabilities in Hampshire, including employees of Hampshire County Council, to support them with skills to help them grow and develop.

Mitigation	
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Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Strategy will ensure this protected characteristic will not be disproportionately impacted.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Positive
Rationale	The Strategy will include a number of priorities and actions for stakeholders that will result in a positive impact on women who care for their children, to support them with skills to help them grow and develop.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This protected characteristic will not be disproportionately impacted as part of the delivery of this Strategy.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This protected characteristic will not be disproportionately impacted as part of the delivery of this Strategy.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral

Rationale	This protected characteristic will not be disproportionately impacted as part of the delivery of this Strategy.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This protected characteristic will not be disproportionately impacted as part of the delivery of this Strategy.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This protected characteristic will not be disproportionately impacted as part of the delivery of this Strategy.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The Strategy will include a number of priorities and actions for stakeholders that will result in a positive impact on those from disadvantaged backgrounds and/or stuck in insecure, poor quality and/or low-paying work, to support them with skills to help them grow and develop.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Positive
Rationale	The Strategy will ask stakeholders to consider the challenges faced by individuals in rural communities with respect to accessing skills training.
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: 01004

Date of production of EIA for publication: 28/11/2025