

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:	Manydown Update
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Manydown project in Basingstoke.
Description of the service/policy/project/project phase	Manydown is divided into two parts, Manydown North and Manydown South - the two parts are at different stages of progression.
New/changed service/policy/project	Changes to the County Council’s officer representatives on the Manydown Garden Community (MGC) LLP and Manydown Development Vehicle (MDV) LLP Boards. Approval of the Manydown Garden Community (MGC) LLP Business Plan and 2026 Budget and the County Council’s contribution towards this cost. The Manydown North project is now in the ‘implementation’ phase. Progress made in relation to the land promotion activity to secure a formal allocation of the Manydown South land within the emerging Basingstoke and Deane Local Plan. Approval of the County Council’s contribution towards the forecast project costs.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral

Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It has been determined that this decision has no impact on service users or groups with this protected characteristic.
Mitigation	

Geographical Impact: Basingstoke and Deane

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: 01054

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