

## 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:	Chief Officer Delegations Register
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Directorates of Hampshire 2050, Universal Services and People and Organisation.
Description of the service/policy/project/project phase	Executive Member authority is delegated so that a Director can effectively and lawfully make decisions.
New/changed service/policy/project	The redelegating of existing Executive Member authority from the Director of Hampshire 2050 to the Directors of Universal Services and People and Organisation to ensure that the Directors of Universal Services and People and Organisation can effectively and lawfully make decisions.

Engagement
None

## Equalities considerations - Impact Assessment

### Age

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

### Rurality

Impact on public	-
Impact on staff	-
Rationale	
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:

There are no equality impacts arising as a result of the decisions within the report, and they are administrative in nature.

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