

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:	Cranborne Chase Management Plan 2025-2030
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Natural Landscapes
Description of the service/policy/project/project phase	Cranborne Chase Council of Partners (incl. HCC) adoption of a new Management Plan
New/changed service/policy/project	A new management plan has been drafted for 20205-2030 as per DEFRA guidelines

Engagement
Formal public consultation was undertaken for the required minimum period of six weeks, and the draft plans amended as a result of comments received, as set out in the decision report. Public consultation followed internal consultations with National Landscape Partnership Members, officers and other stakeholders.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Equalities Impact Assessment (EqIA) Screening was undertaken for each AONB Management Plan on behalf of their respective Partnerships. These assessments concluded that, due to the inclusive nature of the Management Plans and their purpose of conserving and enhancing the natural beauty of the AONBs, their objectives and policies would have no negative impacts on those groups of people identified in law as being at risk of discrimination or on poverty or rurality. The plans make provision for improvement of physical access to the protected landscapes for individuals with mobility problems.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
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Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
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Sex

Impact on public	Neutral
Impact on staff	Neutral
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Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
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Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
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Poverty

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
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Geographical Impact: Basingstoke and Deane, East Hampshire, New Forest

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: 00911

Date of production of EIA for publication: 16/06/2025