

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:	Get Hampshire Working Plan
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The service affected is employment, health and skills within Hampshire.
Description of the service/policy/project/project phase	Plan being produced in response to Government's Get Britain Working white paper.
New/changed service/policy/project	The delivery of the Get Hampshire Working Plan will support an integrated offer of local work, health and skills support, including the contribution of new and existing provision such as Connect to Work, Local Skills Improvement Plans and the UK Shared Prosperity Fund.

Engagement
Stakeholder engagement activity (including through the NHS Hampshire and Isle of Wight Integrated Care Partnership, ICP) has included: <ul style="list-style-type: none"> • Eleven borough and district councils

- Education and skills providers (including universities)
- Employer and business representative groups, including the two Local Skills Improvement Plans (LSIPs)
- Employment support providers
- Housing associations
- Trade unions
- Voluntary, community and social enterprises (VCSEs)

To date, the following engagement activity has taken place (some of this in conjunction with the Get Solent Working team):

- **Formal presentations** to NHS Hampshire and Isle of Wight Integrated Care Board (ICB), the Hampshire Prosperity Partnership Board (HPPB), the Hampshire Skills Partnership and the Joint Hampshire FE Principals' group.
- **Online workshops** with councils, education and skills providers, housing associations and VCSEs.
- **One-to-one meetings** with representatives from the Department for Work and Pensions (DWP) / Jobcentre Plus (JCP), Public Health, councils, the two LSIPs and Health Innovation Wessex.
- **Partnership development** through the NHS Hampshire and Isle of Wight ICP and other Get Britain Working plan teams (e.g. Dorset, Surrey).

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Plan 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, to support them with work, health and skills and into sustainable employment.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Plan will include a number of priorities and actions for stakeholders that will result in a positive impact on those with health conditions and/or disabilities, to support them with work, health and skills and into sustainable employment.
Mitigation	

Gender Reassignment

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

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Plan 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 work, health and skills and into sustainable employment.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	Where those from particular ethnic backgrounds are negatively impacted with respect to participation in the labour market, the Plan will include actions for stakeholders that will result in a positive impact to support them.
Mitigation	

Religion or Belief

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

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Plan will include a number of priorities and actions for stakeholders that will result in a positive impact on women -

	particularly those who care for their families, to support them with work, health and skills and into sustainable employment.
Mitigation	

Sexual Orientation

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

Marriage and Civil Partnership

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

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Plan 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 work, health and skills and into sustainable employment.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Plan will ask stakeholders to consider the challenges faced by individuals in rural communities with respect to work, health and skills, and to support them into sustainable employment.
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: 00925

Date of production of EIA for publication: 10/09/2025