



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 County Council Strategic Plan 2021-2025
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	The whole of the County Council's operations and all Hampshire residents.
Description of the service/policy/project/project phase	The Hampshire County Council Strategic Plan 2021 – 2025 sets out the main outcomes that the council seeks to achieve for Hampshire and its residents, and outlines the Council's vision and priorities for improvement over the next four years. The last Strategic Plan (Serving Hampshire) was written in 2017 and needs to be refreshed in order to reflect the changed circumstances in which we are operating, including recovery and restorations following the COVID-19 pandemic, and unprecedented financial context, increasing pressure on social care, the proposed new Planning system and the response to climate change.
New/changed service/policy/project	The new Strategic Plan sets out Hampshire County Council's strategic direction to 2025, explains the outcomes that the Council wants to achieve to make Hampshire a better place to live in, work in and visit, and how the Council will achieve this. The Strategic Plan is being updated to refresh the priorities and reflect the changing circumstances under which the Council is operating, including the recovery from the Covid-19 pandemic.

Engagement
<p>Departments within the Council were asked to contribute to the strategy by providing their priorities and sharing their work plans.</p> <p>The draft was consulted on internally with the Leader, Cabinet and CMT. It was circulated electronically to all Council members, heads of service and service managers. The draft Plan was scrutinised as part of good governance procedures by the Policy & Resources Select Committee in June 2021 to incorporate a further range of Member views.</p> <p>The Strategic Plan has been developed using the results of recent public consultation and engagement exercises, and well as by drawing on the significant body of research undertaken as part of the outcomes of Hampshire 2050 Commission.</p>

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p><u>Outcome one: Hampshire maintains strong and resilient economic growth and prosperity</u></p> <p>Young people and those of a working age will benefit from the plan's commitment to economic growth, prosperity, inclusion and employment. This will impact residents and staff equally.</p> <p><u>Outcome two: People in Hampshire live safe, healthy and independent lives</u></p> <p>Older people are likely to particularly benefit from the plan as it promotes improvement activity on specific services such as health and social care, and using technology to support this. Families will benefit from the wellbeing agenda of the plan and the commitment to enabling children to have the best start in life. Children will benefit from the activity around reducing the educational attainment gap and supporting all young people to fulfil their potential, as well as improvement activity in social care.</p> <p><u>Outcome three: People in Hampshire enjoy a rich and diverse environment</u></p> <p>People of all ages are likely to benefit from the environmental commitments and focus on sustainability of the plan and the idea of place shaping.</p> <p><u>Outcome four: People in Hampshire enjoy being part of strong, inclusive, resilient communities</u></p> <p>People of all ages will benefit from the commitment to tackle health and social inequalities and promote equity, diversity and sustainability.</p> <p>The Armed Forces community will benefit from the commitment to Armed Forces Covenant.</p> <p>The Council's commitment to exploiting digital innovation in the development and delivery of its services has proven very successful, especially with younger people, and there is a positive legacy from this. However, this may make it more difficult for residents who are less technically able to fully engage with the council. This could have a greater impact on older people, particularly the most senior members of society.</p> <p>Mitigation:</p>

	<p>It will continue to be possible to contact and arrange delivery of services by methods other than digital, enabling less technically able residents to access the support they require.</p> <p>The Council takes a cross-departmental approach for digital enablement to ensure that residents receive support to access services in this way.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p><u>Outcome one: Hampshire maintains strong and resilient economic growth and prosperity</u></p> <p>Some groups may benefit from the commitment to maximising opportunities for employment and inclusion.</p> <p><u>Outcome two: People in Hampshire live safe, healthy and independent lives</u></p> <p>Groups with specific needs are likely to benefit from the Plan as it promotes improvement activity on specific services such as health, safety, independent living and access to services.</p> <p><u>Outcome three: People in Hampshire enjoy a rich and diverse environment</u></p> <p>The Plan's commitment to the maintenance and enhancement of the natural environment will benefit all members of society, bringing with it all the health and wellbeing benefits associated with outside spaces and fresh air.</p> <p><u>Outcome four: People in Hampshire enjoy being part of strong, inclusive, resilient communities, promoting fair access to services, opportunities and life chances.</u></p> <p>There may be positive impacts for people as the plan promotes inclusion and the diversity agenda as a whole.</p> <p>Certain groups may struggle to understand the document in its original format.</p> <p>The Council's commitment to exploiting digital innovation in the development and delivery of its services may make it more difficult for residents who do not have access to the internet (through choice or for financial reasons) or do not wish to access services in this</p>

manner to fully engage with the council.

Mitigation:

Alternative versions of the Strategic Plan and policies and documents related to it will be available if requested, as per corporate guidelines.

It will continue to be possible to contact and arrange delivery of services by methods other than digital, enabling residents without internet access to access the support they require.

The Council takes a cross-departmental approach for digital enablement to ensure that residents receive support to access services in this way.

Mitigation

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There may be positive impacts for people as the plan promotes inclusion and the diversity agenda as a whole.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral

Rationale	There may be positive impacts as the plan promotes inclusion and diversity.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p><u>Outcome one: Hampshire maintains strong and resilient economic growth and prosperity</u></p> <p>The Plan will maximise opportunities for inclusion through employment by equipping people with the right skills to support, and benefit from, economic growth. This will benefit certain groups.</p> <p><u>Outcome two: People in Hampshire live safe, healthy and independent lives</u></p> <p>Public Health's focus on health inequalities will be of benefit to certain groups. The support for groups who have been disproportionately affected by COVID-19 will be particularly beneficial to BAME communities.</p> <p>There may be positive impacts for certain groups of people as the Plan promotes inclusion and diversity.</p> <p>People whose first language is not English may struggle to understand the document in its original format.</p> <p>Mitigation:</p> <p>Translated and alternative versions of the Strategic Plan and policies and documents related to it will be available if requested, as per corporate guidelines.</p>
Mitigation	

Religion or Belief

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	There may be positive impacts for certain groups of people as the plan promotes inclusion and diversity.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p><u>Outcome one: Hampshire maintains strong and resilient economic growth and prosperity</u></p> <p>Some groups may benefit from the commitment to maximising opportunities for employment and inclusion.</p> <p><u>Outcome two: People in Hampshire live safe, healthy and independent lives</u></p> <p>Certain groups may benefit from the Plan as it promotes improvement activity on specific services such as access to services.</p> <p><u>Outcome four: People in Hampshire enjoy being part of strong, inclusive, resilient communities, promoting fair access to services, opportunities and life chances.</u></p> <p>There may be positive impacts for people as the plan promotes inclusion and the diversity agenda as a whole.</p>
Mitigation	

Sexual Orientation

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Impact on public	Positive
Impact on staff	Neutral
Rationale	There may be positive impacts for people as the plan promotes inclusion and the diversity agenda as a whole.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There may be positive impacts for certain groups of people as the plan promotes inclusion and diversity.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p><u>Outcome one: Hampshire maintains strong and resilient economic growth and prosperity</u></p> <p>Groups with specific needs, such as those on low incomes or unemployed are likely to particularly benefit from the focus of the Plan on employment and the economy.</p>

Outcome two: People in Hampshire live safe, healthy and independent lives

The focus on supporting children to have the best start in life, closing the educational attainment gap and ensuring fair access to services will all benefit people living on low incomes.

Outcome three: People in Hampshire enjoy a rich and diverse environment

The focus on promoting a sustainable and more resilient transport network may be of benefit to people living on low incomes or unemployed.

Outcome four: People in Hampshire enjoy being part of strong, inclusive, resilient communities

Those living on lower incomes will benefit from the focus on tackling social and health inequalities.

The Council's commitment to exploiting digital innovation in the development and delivery of its services may make it more difficult for residents who do not have access to the internet to fully engage with the council.

Mitigation:

Alternative versions of the Strategic Plan and policies and documents related to it will be available if requested, as per corporate guidelines.

It will continue to be possible to contact and arrange delivery of services by methods other than digital, enabling residents without internet access to access the support they require.

Mitigation

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	Rural residents may benefit from the plan as it promotes Hampshire's natural capital and aims to support people to enjoy our countryside, it focuses on the development of digitalisation and includes plans for developing a more resilient transport network, as well as valuing both rural and urban communities.

Mitigation	
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Geographical Impact:All Hampshire

Equality Statement

Additional information:

It is recognised that any specific impacts on the protected groups will be identified and reviewed within the action plans, policies and specific decisions which will sit under this high level Strategic Plan.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00078

Date of production of EIA for publication: 01/09/2021