

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:	Basingstoke Discovery Centre Scheme
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Basingstoke Discovery Centre.
Description of the service/policy/project/project phase	The project is to undertake works to Basingstoke Discovery Centre to facilitate the relocation of staff from Dame Mary Fagan House (DMFH) by creating additional office space and meeting rooms within the building. The proposed works include reconfiguration of some of the internal office spaces, creation of a new office space and large meeting room, fire precaution works, upgrading of heating, ventilation and air conditioning systems, additional power and data infrastructure, and refurbishment.
New/changed service/policy/project	Basingstoke Discovery Centre will in the future house the Library Service (as it does currently) along with area based teams predominantly from Childrens and Adults Services who will occupy and share existing and new office and meeting room space with the Library Service. Basingstoke Discovery Centre will have additional office and meeting room spaces. There will be some reduction in the

quantum of floorspace currently dedicated to book display and borrowing. There will be increased synergy with some customer facing services such as Family Time and Older Adults services as well as enhancement of the Community Hub model.

Engagement

1. The following have been consulted during the development of this project:

Childrens Services – supportive from Corporate and Deputy Director. Service and Team leads have been consulted about operational requirements and impact on staff

Adults Health and Care Services - supportive from Corporate and Deputy Director. Service and Team leads have been consulted about operational requirements and impact on staff

Library Service - supportive of the scheme and have been involved throughout with the scheme design

Corporate Land and Assets Board – supportive of the scheme proposal and the business case for the disposal of Dame Mary Fagan House.

All affected staff will be subject to formal HR consultation regarding relocation of office base.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on this protected characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed improvement works to Basingstoke Discovery Centre will have a neutral impact on 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: 00965

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