

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:	Property Related Consultancy Services - Framework and Spend Approval Update
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Property Services.
Description of the service/policy/project/project phase	This Equality Impact Assessment relates to a report to the Executive Lead Member for Universal Services which seeks approval to utilise the second generation of the Southern Construction Framework for Consultancy (SCF Consult 2).
New/changed service/policy/project	The County Council uses private sector resource through the SCF Consult framework to supplement directly employed resources to plan, design, and deliver construction and maintenance works on a broad range of County Council assets across over 1000 sites. SCF Consult is also used on a call off basis to support the work of the Hampshire 2050 Land & Assets team, including support to asset reviews, asset strategy development and the strategic land programme Since late 2021, the majority of private sector resources have been procured through a call off contract under first generation of the SCF Consult framework. This call off contract was placed for an initial three-year period, with the option

to extend for up to a further four years. An initial extension was agreed in 2024 for two years and a further extension has been approved from February 2026 to February 2028. This latter extension only applies to existing resource and therefore any new commissions or resource requests from February 2026 must be procured through the SCF Consult 2 framework. Therefore it has been necessary to seek approval from the Executive Lead Member for Universal Services to utilise the SCF Consult 2 Framework for new resource requests alongside the ongoing use of SCF Consult 1 to retain existing consultancy resource. The report also seeks an update not to exceed spend approval of £60 million, a £20 million reduction from the original spend approval to more accurately reflect the forecasted spend at we approach the mid-point of the 7 year approval.

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:

All consultants who bid for and have been appointed to the SCF Consult 2 framework are required to hold an equality policy that meets the requirements of the Equality Act 2010. This is reinforced by the inclusion of the County Council's standard clause on compliance with equality legislation into the County Council's call-off contract terms and conditions. The County Council will work collaboratively with the SCF Consult 2 suppliers to ensure that these requirements are met in relation to all personnel involved in the delivery of services.

The specification for services under the framework identifies the role of the consultant in supporting the equality and diversity objectives of the client when providing personnel and delivering services under the framework and associated call-off contracts. The County Council will continue to work closely with all suppliers under the new arrangement to ensure that equality outcomes are understood and met for all projects delivered on behalf of the County Council and our external client partners.

Taking account of the provisions in the call-off contract, it is not envisaged that the use of the SCF Consult 2 framework will affect people in the protected characteristics group. Individual projects that utilise this resource will be assessed in detail as they are commissioned.

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