

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:	Universal Services Capital Programme Q1&2 2025/26
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Universal Services capital programme.
Description of the service/policy/project/project phase	The purpose of this report is to provide a short narrative summary on early progress of the capital programme in 2025/26 and provide recommendations for changes to the programme in 2025/26 and beyond.
New/changed service/policy/project	There are 5 recommendations: 1. That the Executive Lead Member for Universal Services notes the significant work being undertaken to progress the capital programme so far in 2025/26. 2. That the Executive Lead Member for Universal Services approves the addition of the schemes in table 1 to the capital programme. 3. That the Executive Lead Member for Universal Services approves the increase in the capital programme value for the schemes listed in table 2. 4. That the Executive Lead Member for Universal Services notes the content of the appended Phase 2-Outer Winchester Flood Alleviation Scheme post-completion report. 5. That the Executive Lead Member for Universal

Services notes the content of the appended Southampton TCF programme post-completion report.

Engagement

None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	
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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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Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
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	relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for

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Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

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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:

This is a financial report amending or proposing budgets for programmes and individual schemes. Changes or proposals for individual schemes will undertake their own specific consideration of equalities issues. The decisions in this report are financial, and mainly relate to in-house management of accounts, and therefore have a neutral impact on groups with protected characteristics.

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