

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
Daniel Hunt	Transformation Programme Manager Universal Services	daniel.hunt@hants.gov.uk

Title:	Outdoor & Study Centres Business Plan
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Hampshire Outdoor Centres
Description of the service/policy/project/project phase	Development and agreement of a Medium-Term Business Plan for the Hampshire Outdoor Centre Service, that sets out an approach to operation of Hampshire’s Outdoor and Study Centres until 2028.
New/changed service/policy/project	The service is not proposed to change, substantively, between 2025-2028. The Business Plan instead sets out an approach which will enable the same service to be delivered, on an increasingly sustainable basis. Any major change to service identified during this period will be subject to further decision making processes.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral

Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No discernible impact anticipated as a result of decision to approve the Business Strategy.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

There is not thought to be significant impact upon any protected characteristic as a result of this decision, as it effectively enables continuation of current service delivery in a way that meets needs of current users.

If at any point more substantive changes to service delivery are identified (for example, if Hampshire County Council were to enter into new partnerships to enhance delivery at some or all of the Centres, which the Decision commits the Council to investigating) then further decision making process would ensue, alongside further assessment of equalities impacts.

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: 00989

Date of production of EIA for publication: 10/11/2025