

## 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:  | Registration Service - Fee Increase 2026/27  |
| Related EIAs:   | None   |
| EIA for Savings Programme:                              | No   |
| Service affected  | Registration Service   |
| Description of the service/policy/project/project phase | The registration Service review fees annually for statutory and non statutory ceremonies delivered within Hampshire Approved venues and Register Office ceremonies. Hampshire Registration Service are a member of the South East Regional Board (SERB) which is made up of Registration Services within the South East Region. The service compare fees and complete bench marking exercises to ensure fees remain competitive. Fees are reviewed annually in October with any adjustments taking effect from April the following year. |
| New/changed service/policy/project                      | The service seek to increase published 2025/26 fees by 5% which allows for the corporately applied 2.6% inflationary uplift. The new ceremony fee depending on the location and day will range from £287 to £1,174. In reviewing the current fees the Service completed a benchmarking exercise with 18 other Registration Authorities within the South East Region ranking from 1 (highest fees) to 18 (lowest fees). Hampshire Registration Service was ranked as follows:   |

Decommissioned Room Fee Monday to Thursday - 7th Decommissioned Room Fee Friday - 10th Decommissioned Room Fee Saturday - 10th Approved Venue Room Fee Monday to Thursday - 10th Approved Venue Room Fee Friday - 9th Approved Venue Room Fee Saturday - 5th Approved Venue Room Fee Sunday / Bank Holiday - 3rd Non Statutory Ceremonies Anywhere Monday to Thursday - 14th Non Statutory Ceremonies Anywhere Friday - 8th Non Statutory Ceremonies Anywhere - Saturday - 9th Non Statutory Ceremonies Anywhere - Sunday / Bank Holidays - 7th Private Citizenship Ceremonies Monday to Thursday - 4th Private Citizenship Ceremonies Friday - 6th

#### Engagement

No engagement planned - fee setting benchmarking exercise takes place alongside 17 other Registration Services with the South East region to ensure a competitive pricing structure.

### Equalities considerations - Impact Assessment

#### Age

|                  |   |
|------------------|---|
| Impact on public | Neutral   |
| Impact on staff  | Neutral   |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Age, therefore this is not thought to have an impact on this protected characteristic. |
| Mitigation       |   |

#### Disability

|                  |   |
|------------------|---|
| Impact on public | Neutral   |
| Impact on staff  | Neutral   |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Disability, therefore this is not thought to have any impact on this protected characteristic. |
| Mitigation       |   |

#### Gender Reassignment

|                  |  |
|------------------|--|
| Impact on public | Neutral  |
| Impact on staff  | Neutral  |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Gender Reassignment, therefore this is not thought to have any impact on this protected characteristic. |

|            |  |
|------------|--|
| Mitigation |  |
|------------|--|

## Pregnancy and Maternity

|                  |  |
|------------------|--|
| Impact on public | Neutral  |
| Impact on staff  | Neutral  |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Pregnancy and Maternity, therefore this is not thought to have any impact on this protected characteristic. |
| Mitigation       |  |

## Race

|                  |   |
|------------------|---|
| Impact on public | Neutral   |
| Impact on staff  | Neutral   |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Race, therefore this is not thought to have any impact on this protected characteristic. |
| Mitigation       |   |

## Religion or Belief

|                  |  |
|------------------|--|
| Impact on public | Neutral  |
| Impact on staff  | Neutral  |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Religion and Belief, therefore this is not thought to have any impact on this protected characteristic. |
| Mitigation       |  |

## Sex

|                  |  |
|------------------|--|
| Impact on public | Neutral  |
| Impact on staff  | Neutral  |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Sex, therefore this is not thought to have any impact on this protected characteristic. |
| Mitigation       |  |

## Sexual Orientation

|                  |  |
|------------------|--|
| Impact on public | Neutral  |
| Impact on staff  | Neutral  |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Sexual Orientation, therefore this is not thought |

|            |  |
|------------|--|
|            | to have any impact on this protected characteristic. |
| Mitigation |  |

## Marriage and Civil Partnership

|                  |   |
|------------------|---|
| Impact on public | Negative - Low  |
| Impact on staff  | Neutral   |
| Rationale        | The proposed fee could have a limited impact on individuals relating to Marriage and Civil Partnership however the service do offer an affordable statutory ceremony fee if required. |
| Mitigation       | The service do offer a low statutory ceremony fee for customers if required.  |

## Poverty

|                  |  |
|------------------|--|
| Impact on public | Negative - Low   |
| Impact on staff  | Neutral  |
| Rationale        | The proposed fee could have a limited impact on individuals relating to Poverty however the service do offer an affordable statutory ceremony if required. |
| Mitigation       | The service do offer a low statutory ceremony fee if required.   |

## Rurality

|                  |   |
|------------------|---|
| Impact on public | Neutral   |
| Impact on staff  | Neutral   |
| Rationale        | The proposed changes do not have any specific impacts on individuals relating to Rurality, therefore this is not thought to have any impact on this protected characteristic. |
| 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:

Date of production of EIA for publication: 11/12/2025