Hampshire County Council

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
Jane Harris	Customer and Archives Manager Universal Services	jane.harris@hants.gov.uk

Title:	Hampshire Archives: change to service provided on public service computers
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Hampshire Archives
Description of the service/policy/project/project phase	The public computer terminals situated in the public search room require replacement due to obsolescence
New/changed service/policy/project	The new public terminals will no longer have the ability to print physical copies from the internet. Use of the public terminals at Hampshire Archives is generally for a few specific purposes, such as free access to the Ancestry website and access to the archives catalogue, and there is little demand for printing. There are a number of alternative options available for the public to take electronic copies including photographing screens, downloading to usb, and emailing Ancestry results. Where these alternatives are not practicable, staff will print physical copies on an occasional basis.

Engagement
It is a small change to a service with exceptions taken into account.

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Older people may prefer to have a physical printed copy of an internet page and this protected group make up a large proportion of visitors to Hampshire Archives (eg 56% of visitors were aged 65 or older in our last visitor survey conducted in Oct 2022)
Mitigation	There are a number of alternative options. Firstly, visitors can take their own photos from screens at no charge. Secondly, they will be able to download data using a USB stick. Thirdly, customers using Ancestry can email themselves any results found. Fourthly, Winchester ARC is located a short distance away and does have internet printing facilities. Finally, if none of the options above is practicable, we will undertake to print some pages on behalf of a visitor.

Disability

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	In our last visitor survey in October 2022, 7% of visitors recorded that they had a health condition of some kind. Some people in this protected group may require a physical copy while for others the requirement may be for an electronic copy.
Mitigation	There are a number of alternative options. Firstly, visitors can take their own photos from screens at no charge. Secondly, they will be able to download data using a USB stick. Thirdly, if using Ancestry, they can email themselves any results found. Fourthly, Winchester ARC is located a short distance away and does have internet printing facilities. Finally, if none of the options above is practicable, we will undertake to print some pages on behalf of a visitor.

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	We are not aware of persons who have this protected characteristic but the number of different options available for obtaining copies is likely to be sufficient for their requirements
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	We are not aware of persons who have this protected characteristic but the number of different options available for obtaining copies is likely to be sufficient for their requirements
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	We are not aware of persons who have this protected characteristic but the number of different options for obtaining copies is likely to be sufficient for their requirements
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	We are not aware of persons who have this protected characteristic but the number of different options for obtaining copies is likely to be sufficient for their requirements
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Our visitor profile is 50% male and 50% female. The number of different options for obtaining copies is likely to be sufficient for their requirements
Mitigation	

Sexual Orientation

Impact on public	Neutral

Impact on staff	Neutral
Rationale	We are not aware of persons who have this protected characteristic but the number of different options for obtaining copies is likely to be sufficient for their requirements
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	We are not particularly aware of persons who have this protected characteristic but the number of different options for obtaining copies is likely to be sufficient for their requirements
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The majority of our users tend to come from socio-economic groups with more income and higher discretionary spend options. For those with lower disposable income, the electronic copy will likely be sufficient for requirements as there will be no up-front cost, but for those with no access to phones/computers the contingency for printing is still available.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Hampshire is a large county with large rural areas and so people in this group are well represented within our customer base. However, as there are several alternatives available, as well as a contingency for printing, these should be sufficient for all requirements.
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:

EIA reference number: 00995

Date of production of EIA for publication: 07/01/2026