

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 Proposed Capital Programme 2026/27, 2027/28 and 2028/29 and 2025/26 Q3 Update
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Universal Services capital programme
Description of the service/policy/project/project phase	This paper sets out the proposed 3 year capital programme for the Universal Services directorate in order that, subject to approval by the Executive Lead member, the proposals can be recommended to Cabinet for inclusion in the County Council's 2026/27 to 2028/29 capital programme.
New/changed service/policy/project	The report recommends approval of the three year capital programme from 26/27 to 28/29. It also recommends a number of adjustments to the programme for the coming three year period.

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	

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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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 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	

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.

EIA reference number: 01031

Date of production of EIA for publication: 12/01/2026