

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:	How Hampshire County Council is Conserving and Enhancing Biodiversity - Biodiversity Report 2026
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Predominantly Universal Services, but the Biodiversity Duty covers cross-service operation across all of Hampshire County Council.
Description of the service/policy/project/project phase	This equalities impact assessment accompanies the Cabinet decision seeking approval of the Hampshire County Council Biodiversity Report, as required under the Environment Act 2021. It brings together evidence from across services to demonstrate actions taken between 2023 and 2025, establish future priorities and ensure compliance with statutory guidance.
New/changed service/policy/project	This project delivers Hampshire County Council's first Biodiversity Duty Report, following changes introduced by the Environment Act 2021, which strengthened the Biodiversity Duty on public authorities. For the first time, local authorities are required not only to consider biodiversity but to publish a

formal report setting out actions taken, future plans and supporting evidence.
This represents a new statutory reporting function for the County Council.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

Impact on public	-
Impact on staff	-
Rationale	
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:

The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or the individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.

EIA reference number: 01075

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