

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:	Skills Bootcamps
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Continuation of Hampshire County Council Skills Bootcamp programme, funded by Wave 7 allocated Department of Education (DfE) grant. Skills Bootcamps deliver flexible training programmes based on local employer / sector ‘in demand’ skills need, which may be either regulated i.e. qualification based, or non-regulated i.e. based on alignment with industry standards. They enable adults to train around work and other commitments, gain work if unemployed, or access additional responsibilities including new opportunities. The programme will offer a guaranteed job interview for course participants currently not in work or an enhanced job role where a learner is put forward by their current employer. The ambition is to address the needs of the local economy and employers and to deliver targeted interventions to meet demand to fill vacancies and drive productivity.
Description of the service/policy/project/project	The Department of Education (DfE) is supporting a National Skills Fund to help businesses find and hire the workers they need; as well as supporting adults to

phase	flourish and fulfil their potential through high quality training. This includes Skills Bootcamps programmes. This is a continuation of the offer for 2026/27. This is an annual grant that varies from year to year.
New/changed service/policy/project	The allocation and grant terms provided via the Department of Education, this is the 2026/27 allocation.

Engagement	
None	

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, and the impact is assessed as neutral.
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: 01100

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