

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:	Hampshire Minerals & Waste Plan Adoption
Related EIAs:	EIA Number: 616
EIA for Savings Programme:	No
Service affected	Minerals and Waste Planning for Hampshire and Southampton City Council, Portsmouth City Council, New Forest National Park Authority and South Downs National Park Authority.
Description of the service/policy/project/project phase	The Minerals and Waste Plan (2026) seeks to ensure that the planning framework by which minerals and waste development come forward in Hampshire is consistent with national policy whilst also delivering a steady and adequate supply of minerals and enabling waste management provision.
New/changed service/policy/project	The updated Hampshire Minerals and Waste Plan has been subject to scrutiny by the Planning Inspectorate and the Public Examination is completed. An Inspector's Report has been received which concludes that the Hampshire Minerals and Waste Plan can be adopted with the application of Main Modifications (MMs). The report states that with the modifications, the Plan is found to be sound, legally compliant, positively prepared, effective, and

consistent with national policy. The Inspector confirms the Plan, with the application of the Main Modifications, meets all legal requirements, including the Duty to Cooperate, public consultation rules, Sustainability Appraisal, Habitats Regulations Assessment, and equality duties. Therefore, approval is being sought for the adoption of the Plan.

Engagement

A 12 week consultation has been carried out on the first version of the Plan (the 'Draft Plan'). This was open to all members of the public and was carried out in accordance with the Hampshire Statement of Community Involvement (SCI) (as well as the SCI requirements of the Partner Authorities). 2,500 responses were received and the information received has influenced the preparation of the 'Proposed Submission Plan'. The Proposed Submission Plan was subject to an 8 week consultation which also complied with the Hampshire SCI and those of the Partner Authorities. Approximately 830 responses were received. The Main Modifications were subject to a 10 week consultation and received 51 responses.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment

	and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Plan update does not impact on this characteristic. The Plan enables decision-making on what development is needed, where it should take place and contains policies for protecting the environment and communities. It does not impact on any particular section of the community. Whilst development has been identified in specific locations, the policies apply county-wide. Impacts on protected groups are assessed as part of the decision making process for specific planning applications.
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: 01144

Date of production of EIA for publication: 26/06/2026