

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 Prosperity Partnership Board - LEP legacy reserves
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Economy and Skills
Description of the service/policy/project/project phase	The Economy and Skills service delivers a range of projects and services, in order to support sustainable and inclusive economic growth across Hampshire, and to increase opportunities for Hampshire residents through skills, employment and careers programmes.
New/changed service/policy/project	This EIA relates to the provision of grant funding by Hampshire County Council to capital projects that will contribute to sustainable and inclusive economic growth in Hampshire. The funding is drawn from financial assets that were transferred from Enterprise M3 and Solent Local Enterprise Partnerships, when responsibility for LEP functions transferred to Hampshire County Council in April 2024 - the "LEP legacy reserves". A call for projects was launched on 27 November 2025, with a closing date for applications for funding of 16 January 2026. Hampshire County Council officers carried out an initial assessment and

shortlisting of the applications, were given face-to-face presentations by the shortlisted applicants, and carried out due diligence for the shortlisted projects. The Hampshire Prosperity Partnership Board has recommended to Hampshire County Council which of the shortlisted projects should be approved for funding, with specific conditions recommended in a few cases. These recommendations are subject to approval by Hampshire County Council Cabinet, and then subject to concluding grant funding agreements with the applicants.

Engagement

As part of their applications, applicants were required to "Briefly explain who the customers and/or stakeholders for the project are, and what you have done to engage them in developing the project proposal", and responses to this question contributed to the scoring of applications. We anticipate that further engagement will be carried out by applicants during the delivery of their projects, as required.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	As part of their applications, applicants were required to set out how their project would "contribute to sustainable and inclusive economic growth in Hampshire", and responses to this question contributed to the scoring of applications. The projects that have been recommended for funding will create skills and employment opportunities for Hampshire residents. Overall, we expect that these will have a positive impact on groups that are disadvantaged within the labour market. The recommended projects include projects with a focus on: skills and employment for NEETs and young people at risk of becoming NEET; tackling worklessness among the over 50s; skills provision in one of Hampshire's most deprived communities; construction skills (including courses designed to attract under-represented groups, such as women, ethnic minorities, individuals from low income backgrounds, and NEETs into the construction industry); skills for the aerospace, defence and security sector; mobile careers outreach across the whole of Hampshire; and support for small businesses, including farming businesses. The funding agreement with Hampshire County Council will require recipients of funding to "carry out the Project and its obligations under this Agreement in accordance with all Applicable Laws, including all Applicable Laws... relating to equality or prohibiting any form of discrimination". It will also require recipients to "provide evidence to the Funder within a reasonable period following request of a policy covering equal opportunities so as to avoid unfair discrimination on the grounds of colour, race, creed, nationality or

	any other unjustifiable basis directly or indirectly in relation to the implementation of the Works and relevant evidence shall be provided as to the implementation of this policy as requested by the Funder."
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
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Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

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Mitigation	

Pregnancy and Maternity

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Impact on staff	Neutral
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Race

Impact on public	Positive
Impact on staff	Neutral
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Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
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Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	

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Sexual Orientation

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Impact on staff	Neutral
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Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
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Poverty

Impact on public	Positive
Impact on staff	Neutral
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Rurality

Impact on public	Positive
Impact on staff	Neutral
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Geographical Impact:All Hampshire

Equality Statement

Additional information:

Information about the recommended projects is set out in papers to the Hampshire Prosperity Partnership Board, published on Hampshire County Council's website.

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: 01158

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