

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:	Holiday Activity and Food (HAF) Programme 2025-26
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Holiday Activity and Food (HAF) Programme.
Description of the service/policy/project/project phase	The Department for Education (DfE) has provided every local authority in England funding to coordinate free holiday provision, including healthy food and enriching activities, for children eligible for benefits related free school meals.
New/changed service/policy/project	The programme has been extended for an additional year, covering Easter, summer and Christmas holidays from 2025-2026. Hampshire County Council has been awarded a total of £3,599,700. This EIA covers the period from 2025-2026.

Engagement
The HAF programme is established and has operated in Hampshire since 2021. 70 providers of holiday placements (across schools, childcare providers community and

voluntary groups and other sport/activity providers) are currently engaged and contracted through the the open procurement framework, and this framework was recently opened up to allow new providers to join in anticipation of an additional year of funding.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Children and young people (and their families) will benefit from the HAF programme as the funded placements are directed at school age children and young people.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Organisations funded by HAF are expected to offer inclusive provision so that children and young people with additional needs can attend. Specific funding is allocated for SEND provision within the programme.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The funded HAF placements are directed at all children and young people in Hampshire who meet the requirements of the programme.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The funded HAF placements are directed at all children and young people in Hampshire who meet the requirements of the programme.
Mitigation	

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The funded HAF placements are directed at all children and young people in Hampshire who meet the requirements of the programme.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The funded HAF placements are directed at all children and young people in Hampshire who meet the requirements of the programme.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The funded HAF placements are directed at all children and young people in Hampshire who meet the requirements of the programme.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The funded HAF placements are directed at all children and young people in Hampshire who meet the requirements of the programme.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The funded HAF placements are directed at all children and young people in Hampshire who meet the requirements of the programme.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The funded HAF placements are directed at children who are benefits eligible for Free School Meals and at other vulnerable children, either with an EHCP, or SEND, or known to social care, including early help, on a child protection plan or looked after. The funding will mean that they will be able to access free holiday activities and food during the school holidays from 2025 - 2026.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The HAF funding is to support holiday activities throughout the county. This includes rural areas where activity schemes may not have traditionally operated. Funding will be used to prioritise these areas to encourage organisations to deliver in pockets of the county where there is a lack of existing provision.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

Not applicable.

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: 00829

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