

Winchester City Council

Equality Impact Assessment (EqIA)



Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	N/A
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	Community team has been heavily involved in the creation and drafting of the strategy. Colleagues from other teams whose work is informed or influenced by the strategy have also been consulted, including Housing and Policy teams.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	N/A
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	This strategy makes explicit reference to celebrating diversity and promoting inclusion as a guiding principle of the work.

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		Yes/No	Please provide details
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	N/A
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	This strategy reflects the type of community work that the council has been successfully undertaking for many years. It links into the council's EDI framework, with officers involved in this work playing an active role in the EDI working group and contributors to the EDI action plan.
7	Are there any other issues that you think will be relevant?	No	N/A

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Section 2 - Your EqIA form

Directorate: Place	Your Service Area: Economy & Community	Team: Community & Wellbeing	Officer responsible for this assessment: Steve Lincoln	Date of assessment: 13 February 2026
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Winchester District Thriving and Resilient Communities Strategy
2	Is this a new or existing policy?	New
3	Briefly describe the aim and purpose of this work.	This strategy sets out the council's approach to building strong and resilient communities.
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> • Social connection, inclusion and belonging • Community capacity and local leadership • Access to community assets, services and opportunities • Supporting people facing the toughest circumstances • Strong community networks and partnerships
5	Who is intended to benefit from this work and in what way?	All communities and residents of Winchester district.
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> • More people taking part • More places open and welcoming • Stronger neighbourhood identity • A voluntary sector that is confident, collaborative and equipped for the future.

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	Question	Please provide details		
7	What factors/forces could contribute or detract from the outcomes?	There are endless external factors that could influence the degree of success in achieving the desired outcomes. Our enabling role is to help communities cope with these external influences and still thrive.		
8	Who are the key individuals and organisations responsible for the implementation of this work?	The council's community team leads on this work.		
9	Who implements the policy or project and who or what is responsible for it?	As above		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	If we viewed communities only on a geographic basis, then those communities who come together due to shared race may feel alienated, with no support or their issues not considered.
10b	What existing evidence (either presumed or otherwise) do you have for this?	11.9% of the Winchester district population is not white British (2021 Census).		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	N/A
11b	What existing evidence (either presumed or otherwise) do you have for this?			
12a	Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way? <i>you may wish to consider:</i>	Y	N	The importance of community facilities is promoted through this strategy so it is important that they have accessible facilities to enable full use by everyone.

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	Question	Please provide details		
	<ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview)</i> 			
12b	What existing evidence (either presumed or otherwise) do you have for this?	14.9% of the Winchester district population self-reported as having some form of disability (ONS, 2025).		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	If we viewed communities only on a geographic basis, then the LGBTQ+ community may feel alienated, with no support or their issues not considered.
13b	What existing evidence (either presumed or otherwise) do you have for this?	3.3% of the Winchester district population identified as LGBTQ+ / Non-heterosexual and a significant additional number did not answer the question (2021 Census).		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	Age is one of the most common factors in social isolation, one of the issues that this strategy aims to help address.
14b	What existing evidence (either presumed or otherwise) do you have for this?	<p>20.8% of the Winchester district population is aged 65 or over (2021 Census).</p> <p>The age profile of the district is getting older.</p>		

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Question		Please provide details		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	If we viewed communities only on a geographic basis, then those communities who come together due to shared religious belief may feel alienated, with no support or their issues not considered.
15b	What existing evidence (either presumed or otherwise) do you have for this?	2.92% of the Winchester district population has a religion other than Christian, with a significant 42.2% having no religion (2021 Census).		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	If we viewed communities only on a geographic basis, then the LGBTQ community may feel alienated, with no support or their issues not considered.
16b	What existing evidence (either presumed or otherwise) do you have for this?			
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	N/A
17b	What existing evidence (either presumed or otherwise) do you have for this?			
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	N/A
18b	What existing evidence (either presumed or otherwise) do you have for this?			

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Question		Please provide details											
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	<u>Y</u>	N	<p>This strategy actively promotes equality, diversity and inclusion, explicitly listing this as one of its underlying principles. This is achieved by supporting the City of Sanctuary principles and making the district a welcoming place for everyone; informing and involving all sections of the community, but particularly disadvantaged and excluded groups; promoting the benefits of intergenerational activity; and through a wide range of events, festivals, celebrations, creative and cultural activities.</p> <p>It also promotes support for those people facing the toughest circumstances - acknowledging that some parts of our community need more support than others.</p>									
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	<table border="1"> <tr><td>Race: N/A</td></tr> <tr><td>Sex: N/A</td></tr> <tr><td>Disability: N/A</td></tr> <tr><td>Sexual orientation: N/A</td></tr> <tr><td>Age: N/A</td></tr> <tr><td>Gender reassignment: N/A</td></tr> <tr><td>Pregnancy and maternity: N/A</td></tr> <tr><td>Marriage and civil partnership: N/A</td></tr> <tr><td>Religious belief: N/A</td></tr> </table>	Race: N/A	Sex: N/A	Disability: N/A	Sexual orientation: N/A	Age: N/A	Gender reassignment: N/A	Pregnancy and maternity: N/A	Marriage and civil partnership: N/A	Religious belief: N/A
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Religious belief: N/A													
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	N/A											

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	Question	Please provide details		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	N/A

Signed by completing officer	Steve Lincoln, Service Lead Community and Wellbeing
Signed by Service Lead or Corporate Head of Service	Susan Robbins, Corporate head of Economy and Community