

Equalities Impact Assessment

March 2022

EQIA Baseline

Local Authority	Protected Group	Baseline Indicator	Available from	National Benchmarks	Local Authority Baseline
Eastleigh	Age	Proportion of population aged 0-15 years, 16-64 years and 65 years plus	ONS Mid-2020 population estimates. Available here	England, 2020 <ul style="list-style-type: none"> 0-15 years: 16.2% 16-64 years: 52.5% 65 years plus: 15.6% 	<ul style="list-style-type: none"> 0-15 years: 19.3% 16-64 years: 61.0% 65 years plus: 19.7%
Fareham					<ul style="list-style-type: none"> 0-15 years: 16.6% 16-64 years: 59.4% 65 years plus: 23.9%
Gosport					<ul style="list-style-type: none"> 0-15 years: 18.3% 16-64 years: 61.1% 65 years plus: 20.6%
Havant					<ul style="list-style-type: none"> 0-15 years: 17.7% 16-64 years: 58.6% 65 years plus: 23.7%
Isle of Wight					<ul style="list-style-type: none"> 0-15 years: 15.4% 16-64 years: 55.9% 65 years plus: 28.7%
New Forest					<ul style="list-style-type: none"> 0-15 years: 15.7% 16-64 years: 54.7% 65 years plus: 29.6%
Portsmouth					<ul style="list-style-type: none"> 0-15 years: 18.3% 16-64 years: 67.4% 65 years plus: 14.2%
Southampton					<ul style="list-style-type: none"> 0-15 years: 18.6%

					<ul style="list-style-type: none"> • 16-64 years: 68.0% • 65 years plus: 13.4%
Test Valley					<ul style="list-style-type: none"> • 0-15 years: 18.8% • 16-64 years: 59.3% • 65 years plus: 21.9%
Winchester					<ul style="list-style-type: none"> • 0-15 years: 18.5% • 16-64 years: 60.0% • 65 years plus: 21.5%
Eastleigh	Disability	Proportion of households with one or more people with a long-term health problem or disability	DC1301EW - Household composition by number of people in household with a long-term health problem or disability.	England, 2011 <ul style="list-style-type: none"> • No people in households have long-term health or disability: 67.3% • 1 or more people in households have long-term health or disability: 32.7% 	<ul style="list-style-type: none"> • No people in households have long-term health or disability: 71.2% • 1 or more people in households have long-term health or disability: 28.8%
Fareham					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 69.5% • 1 or more people in households have long-term health or disability: 30.5%
Gosport					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 67.9% • 1 or more people in households have long-term health or disability: 32.1%
Havant					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 64.9% • 1 or more people in households have long-term health or disability: 35.1%
Isle of Wight					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 62.1% • 1 or more people in households have long-term health or disability: 37.9%
New Forest					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 66.5% • 1 or more people in households have long-term health or disability: 33.5%
Portsmouth					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 69.4%

					<ul style="list-style-type: none"> • 1 or more people in households have long-term health or disability: 30.6%
Southampton					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 69.0% • 1 or more people in households have long-term health or disability: 31.0%
Test Valley					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 71.3% • 1 or more people in households have long-term health or disability: 28.7%
Winchester					<ul style="list-style-type: none"> • No people in households have long-term health or disability: 72.5% • 1 or more people in households have long-term health or disability: 27.5%
Eastleigh	Gender (sex)	Proportion of population male and female	ONS Mid-2020 population estimates.	England, 2020 <ul style="list-style-type: none"> • Males: 49.5% • Females: 50.5% 	<ul style="list-style-type: none"> • Males: 48.6% • Females: 51.4%
Fareham					<ul style="list-style-type: none"> • Males: 48.8% • Females: 51.2%
Gosport					<ul style="list-style-type: none"> • Males: 49.7% • Females: 50.3%
Havant					<ul style="list-style-type: none"> • Males: 48.5% • Females: 51.5%
Isle of Wight					<ul style="list-style-type: none"> • Males: 49.0% • Females: 51.0%
New Forest					<ul style="list-style-type: none"> • Males: 48.2% • Females: 51.8%
Portsmouth					<ul style="list-style-type: none"> • Males: 51.1% • Females: 48.9%
Southampton					<ul style="list-style-type: none"> • Males: 51.3% • Females: 48.7%
Test Valley					<ul style="list-style-type: none"> • Males: 48.7% • Females: 51.2%
Winchester					<ul style="list-style-type: none"> • Males: 48.8% • Females: 51.2%

	Gender reassignment	No baseline data available, it is therefore presumed that persons with this protected characteristic exist within the local authority areas.			
Eastleigh	Marriage and civil partnership	Proportion of persons not in a civil partnership	KS103EW Marital and civil partnership status, local authorities in England and Wales.	England, 2011 <ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 46.8% Single, separated, divorced or widowed: 53.2% 	<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 52.4% Single, separated, divorced or widowed: 47.6%
Fareham					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 55.4% Single, separated, divorced or widowed: 44.6%
Gosport					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 48.0% Single, separated, divorced or widowed: 52.0%
Havant					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 49.7% Single, separated, divorced or widowed: 50.3%
Isle of Wight					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 48.4% Single, separated, divorced or widowed: 51.6%
New Forest					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 54.6% Single, separated, divorced or widowed: 45.4%
Portsmouth					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 37.2% Single, separated, divorced or widowed: 62.8%
Southampton					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 37.2% Single, separated, divorced or widowed: 62.8%
Test Valley					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 55.8% Single, separated, divorced or widowed: 44.2%
Winchester					<ul style="list-style-type: none"> Married or in a registered same-sex civil partnership: 52.7% Single, separated, divorced or widowed: 47.3%
	Pregnancy and maternity	No baseline data available, it is therefore presumed that this persons with this protected characteristic exist within the local authority areas.			

Eastleigh	Race/ethnicity	Proportion of residents per ethnic group	KS201EW Ethnic group, local authorities in England and Wales.	England, 2011	<ul style="list-style-type: none"> • White: 94.7% • Mixed: 1.4% • Asian/Asian British: 3.0% • Black/African/Caribbean/Black British: 0.5% • Arab: 0.2% • Other: 0.3% 	
Fareham					<ul style="list-style-type: none"> • White: 85.4% • Mixed: 2.2% • Asian/Asian British: 7.8% • Black/African/Caribbean/Black British: 3.5% • Arab: 0.4% • Other: 0.6% 	<ul style="list-style-type: none"> • White: 96.8% • Mixed: 1.2% • Asian/Asian British: 1.5% • Black/African/Caribbean/Black British: 0.3% • Arab: 0.1% • Other: 0.1%
Gosport						<ul style="list-style-type: none"> • White: 96.4% • Mixed: 1.3% • Asian/Asian British: 1.3% • Black/African/Caribbean/Black British: 0.7% • Arab: 0.1% • Other: 0.2%
Havant						<ul style="list-style-type: none"> • White: 97.1% • Mixed: 1.3% • Asian/Asian British: 1.2% • Black/African/Caribbean/Black British: 0.3% • Arab: 0.1% • Other: 0.1%
Isle of Wight						<ul style="list-style-type: none"> • White: 97.3% • Mixed: 1.2% • Asian/Asian British: 1.1% • Black/African/Caribbean/Black British: 0.2% • Arab: 0.0% • Other: 0.1%
New Forest						<ul style="list-style-type: none"> • White: 97.6% • Mixed: 0.9% • Asian/Asian British: 0.9% • Black/African/Caribbean/Black British: 0.3% • Arab: 0.0%

					<ul style="list-style-type: none"> • Other: 0.2%
Portsmouth					<ul style="list-style-type: none"> • White: 88.4% • Mixed: 2.7% • Asian/Asian British: 6.1% • Black/African/Caribbean/Black British: 1.8% • Arab: 0.5% • Other: 0.5%
Southampton					<ul style="list-style-type: none"> • White: 85.9% • Mixed: 2.4% • Asian/Asian British: 8.4% • Black/African/Caribbean/Black British: 2.1% • Arab: 0.6% • Other: 0.6%
Test Valley					<ul style="list-style-type: none"> • White: 95.9% • Mixed: 1.3% • Asian/Asian British: 2.0% • Black/African/Caribbean/Black British: 0.4% • Arab: 0.1% • Other: 0.2%
Winchester					<ul style="list-style-type: none"> • White: 95.7% • Mixed: 1.4% • Asian/Asian British: 2.3% • Black/African/Caribbean/Black British: 0.4% • Arab: 0.1% • Other: 0.2%
Eastleigh	Religion and belief, including non-belief	Proportion of residents per religious group	KS209EW Religion, local authorities in England and Wales.	England, 2011 <ul style="list-style-type: none"> • Christian: 59.4% • Buddhist: 0.5% • Hindu: 1.5% • Jewish: 0.5% • Muslim: 5.0% • Sikh: 0.8% • Other religion: 0.4% • No religion: 24.7% 	<ul style="list-style-type: none"> • Christian: 61.9% • Buddhist: 0.3% • Hindu: 0.7% • Jewish: 0.1% • Muslim: 0.8% • Sikh: 0.7% • Other religion: 0.4% • No religion: 28.5% • Religion not stated: 6.8%

Fareham				<ul style="list-style-type: none"> • Religion not stated: 7.2% 	<ul style="list-style-type: none"> • Christian: 63.8% • Buddhist: 0.2% • Hindu: 0.3% • Jewish: 0.1% • Muslim: 0.5% • Sikh: 0.1% • Other religion: 0.5% • No religion: 27.4% • Religion not stated: 7.2%
Gosport					<ul style="list-style-type: none"> • Christian: 58.8% • Buddhist: 0.2% • Hindu: 0.2% • Jewish: 0.0% • Muslim: 0.5% • Sikh: 0.0% • Other religion: 0.5% • No religion: 32.8% • Religion not stated: 6.7%
Havant					<ul style="list-style-type: none"> • Christian: 59.2% • Buddhist: 0.2% • Hindu: 0.2% • Jewish: 0.1% • Muslim: 0.5% • Sikh: 0.0% • Other religion: 0.5% • No religion: 32.3% • Religion not stated: 7.1%
Isle of Wight					<ul style="list-style-type: none"> • Christian: 60.5% • Buddhist: 0.3% • Hindu: 0.2% • Jewish: 0.1% • Muslim: 0.4% • Sikh: 0.0% • Other religion: 0.7% • No religion: 29.6%

					<ul style="list-style-type: none"> • Religion not stated: 8.2%
New Forest					<ul style="list-style-type: none"> • Christian: 65.2% • Buddhist: 0.2% • Hindu: 0.1% • Jewish: 0.1% • Muslim: 0.3% • Sikh: 0.0% • Other religion: 0.5% • No religion: 25.7% • Religion not stated: 7.8%
Portsmouth					<ul style="list-style-type: none"> • Christian: 52.2% • Buddhist: 0.6% • Hindu: 0.6% • Jewish: 0.1% • Muslim: 3.5% • Sikh: 0.2% • Other religion: 0.5% • No religion: 35.0% • Religion not stated: 7.3%
Southampton					<ul style="list-style-type: none"> • Christian: 51.5% • Buddhist: 0.6% • Hindu: 1.0% • Jewish: 0.1% • Muslim: 4.2% • Sikh: 1.5% • Other religion: 0.6% • No religion: 33.5% • Religion not stated: 7.1%
Test Valley					<ul style="list-style-type: none"> • Christian: 65.7% • Buddhist: 0.3% • Hindu: 0.4% • Jewish: 0.1% • Muslim: 0.6% • Sikh: 0.3%

					<ul style="list-style-type: none"> • Other religion: 0.4% • No religion: 25.1% • Religion not stated: 7.1%
Winchester					<ul style="list-style-type: none"> • Christian: 63.2% • Buddhist: 0.5% • Hindu: 0.4% • Jewish: 0.2% • Muslim: 0.5% • Sikh: 0.1% • Other religion: 0.4% • No religion: 27.3% • Religion not stated: 7.5%

	Sexual orientation	<p>The ONS does not currently collect comprehensive, local-level data on sexual identity or non-binary gender identity. In 2018 however, the ONS identified that an estimated 94.6% of the total UK population aged 16 years and over identified as heterosexual or straight, 1.4% were gay or lesbian and 0.9% were bisexual. 3.1% of the population stated that they were 'other' or did not know. Given these proportions, it is presumed that persons belonging to this protected group are prevalent in the local authority area.</p>	<p>UK, 2018</p> <ul style="list-style-type: none">• Heterosexual: 94.6%• Gay/lesbian: 1.4%• Bisexual: 0.9%• Other/do not know: 3.1%	
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Eastleigh	Socio-economic status- Index of Multiple Deprivation (Average Ranks) 2019	The English Indices of Multiple Deprivation via MHCLG Open Data.		Data not applicable at the national level data. The most deprived local authority is given the average rank of 32,844.	• 8,023
Fareham					• 6,778
Gosport					• 16,793
Havant					• 16,673
Isle of Wight					• 19,454
New Forest					• 10,782
Portsmouth					• 20,661
Southampton					• 20,787
Test Valley					• 9,890
Winchester					• 7,587
Eastleigh	Socio-economic status- Unemployment rate	NOMIS Local Market Profile.		England, October 2021 • 4.5%	• 3.0%
Fareham					• 2.1%
Gosport					• 6.5%
Havant					• 3.0%
Isle of Wight					• 6.2%
New Forest					• 4.1%
Portsmouth					• 5.5%
Southampton					• 5.3%
Test Valley					• 1.9%
Winchester					• 2.7%

Eastleigh	Socio-economic status- Gross Weekly Pay	NOMIS Local Market Profile.		England, April-June 2021 • £686	• £652
Fareham					• £708
Gosport					• £606
Havant					• £560
Isle of Wight					• £568
New Forest					• £654
Portsmouth					• £598
Southampton					• £602
Test Valley					• £634
Winchester					• £698

EQIA Assessment Matrix

1. Freeport company establishment and activities

Protected Group	Potential Impacts	Impact Effect	Mitigation Measures (if negative effects identified)
Age	<p>The baseline analysis above shows an over-representation of older people above the age of 65 in comparison to the national benchmarks, with the exception of Portsmouth and Southampton which were under-represented in this age group. Similarly, most authority areas have an over-representation of young children (0-15 years) in comparison to the national benchmark, with the exception of Isle of Wight and New Forest which was below the national benchmark. In terms of working age people, all parts of the Freeport geography represented a higher proportion of working aged residents than the national benchmark.</p> <p>Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport, and the extent to which employment and skills opportunities are being taken-up by different age groups.</p> <p>Through the Solent Freeport Skills Charter we will work with Freeport partners and individual sites/business occupiers to ensure that new employment and skills opportunities are made available to all ages of the workforce, for instance building on the success of existing initiatives such as a £500,000 investment from independent charity Health Foundation to help young people aged 16-24 in Leigh Park (adjoining Dunsbury Park tax site) into education, training, apprenticeships and employment to improve their long-term health and wellbeing.</p> <p>Through the use of retained business rates funding, the SFCL will also work with existing partnerships such as the Solent SAP, Solent Careers Hub and Enterprise Advisor Network to raise awareness of Solent Freeport sectors and the exciting range of job/career opportunities available with the region's younger generation through careers outreach activity and by hosting dedicated events with local schools and colleges.</p>	Positive	N/A

Disability	<p>Most local authorities within the Freeport geography accommodate a lower proportion of residents with long-term health or disability when compared to the national benchmark. However, three local authorities did reflect a higher proportion of residents with long-term health or disability including Havant, Isle of Wight and New Forest.</p> <p>Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport, and the extent to which employment and skills opportunities are being taken-up by local people with a disability.</p> <p>The SFCL will work closely with local employability providers (such as JCP) to explore how employment opportunities created within the Solent Freeport proactively include this protected group to help overcome barriers for inclusion, drawing on recent lessons learned and best practice.</p> <p>Our proposals have been developed in accordance with the processes and procedures of the proposed accountable body for the Solent Freeport, Portsmouth City Council, who have developed an Equality Impact Assessment (EIA) Toolkit against which all Freeport proposals and developments will be considered.</p>	Positive	N/A
Gender (sex)	<p>Six local authorities within the Freeport geography accommodate a slight over-representation of women in their population with 51% of women and 48% of males, slightly above the national benchmark of 50.5% of the population are women and 49.5% are males. Only three local authorities showed the reverse with 51% of males and 48% of women in Gosport, Portsmouth and Southampton local authorities. Overall, all local authorities are therefore generally in line with national benchmarks.</p> <p>Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport, and the extent to which employment and skills opportunities are being taken-up by gender.</p> <p>As we develop our talent pipeline for the Solent Freeport through the Solent Freeport Skills Charter, we plan to use retained business rates funding to undertake targeted activity to encourage women into science, technology, engineering and mathematics (STEM) fields given the focus on STEM related</p>	Positive	N/A

	sectors within Freeport activity. This will build on our track record and existing leadership role in this area, for example with members of the Solent SAP acting as STEM Ambassadors and supporting women to enter the industry.		
Gender reassignment	Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport.	Neutral	N/A
Marriage and civil partnership	<p>Within the Freeport geography, there are five local authorities which are overrepresented in the proportion of citizens which are married, these authorities are Eastleigh, Fareham, New Forest, Test Valley and Winchester. There were also two local authorities which were over-represented in single, separated, divorced or widowed residents when compared to the national benchmark, which were Southampton and Portsmouth City Council. The three remaining local authorities are in line with national benchmarks (Gosport, Havant and Isle of Wight).</p> <p>Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport, and the extent to which employment and skills opportunities are being taken-up by local residents by marital status.</p>	Neutral	N/A
Pregnancy and maternity	<p>Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport.</p> <p>All SFCL policies (including employment policies) will be developed with due regard to, and to promote, equal opportunity, including with regards to maternity and paternity leave entitlements, miscarriage support, parental leave entitlements, and flexible/part-time working.</p>	Neutral	N/A
Race/ethnicity	The majority of local authorities within the Freeport geography reflect limited ethnic/race diversity with white residents over-represented in eight of the local authorities compared to the national benchmark. Only two local authorities, Portsmouth and Southampton, showed over-representation of Mixed, Asian/Asian British and Arab residents compared to national benchmarks.	Positive	N/A

	<p>Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport, and the extent to which employment and skills opportunities are being taken-up by local residents by race/ethnicity.</p> <p>The SFCL will work closely with local employability providers (such as JCP) to explore how employment opportunities created within the Solent Freeport proactively include this protected group to help overcome barriers for inclusion, drawing on recent lessons learned and best practice.</p>		
Religion and belief, including non-belief	<p>All local authorities within the Freeport geography are over-represented in people who identify as having no religion compared to the national benchmark. Six local authorities are over-represented with residents identifying as Christian (Winchester, Test Valley, New Forest, Isle of Wight, Fareham and Eastleigh). Portsmouth and Southampton local authorities have a slight over-representation of residents identifying as Buddhists (0.6%) compared to the 0.5% national benchmark. Southampton also has an over-representation of Sikh residents (1.5%) compared to 0.8% national benchmark.</p> <p>Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport, and the extent to which employment and skills opportunities are being taken-up by local residents by religion.</p> <p>All SFCL policies (including employment policies) will be developed with due regard to, and to promote, equal opportunity, including with regards to accommodating prayer and rituals during the working day, leave for religious holidays etc.</p>	Neutral	N/A
Sexual orientation	<p>Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor how people within this protected group are engaged with, supported, empowered to participate in the Freeport.</p>	Neutral	N/A

2. Tax and customs sites establishment (not including physical infrastructure)

Protected Group	Potential Impacts	Impact Effect	Mitigation Measures (if negative effects identified)
Age	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people of different ages • Potential displacement of community facilities from development sites during demolition and construction phases, which may be used by people of different ages • Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce 	<p>Negative</p> <p>Negative</p> <p>Positive</p>	<p>A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts</p> <p>Any negative equality impacts will be addressed through a dedicated strategy and action plan</p> <p>These positive impacts could be enhanced further through advertising jobs locally, including specifically advertising job roles that may be suitable for younger people</p>
Disability	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people with a disability 	Negative	<p>A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts</p>

	<ul style="list-style-type: none"> • Potential displacement of community facilities from development sites during demolition and construction phases, which may be used by people with a disability • Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce 	Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	These positive impacts could be enhanced further through advertising jobs locally, including specifically advertising job roles that may be suitable for disabled people
Gender (sex)	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people of different genders 	Negative	A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts
	<ul style="list-style-type: none"> • Potential displacement of community facilities from development sites during demolition and construction phases, which may be used by people of different genders • Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce 	Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	These positive impacts could be enhanced further through advertising jobs locally, including specifically advertising job roles that may be suitable for males/females
Gender reassignment	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people 	Negative	A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation

	<ul style="list-style-type: none"> • Potential displacement of community facilities from development sites during demolition and construction phases • Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce 	Negative	plans and strategies to enhance positive impacts Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	These positive impacts could be enhanced further through advertising jobs locally
Marriage and civil partnership	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people of different marital status • Potential displacement of community facilities from development sites during demolition and construction phases, which may be used by people of different marital status • Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce 	Negative	A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts
		Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	These positive impacts could be enhanced further through advertising jobs locally, including specifically advertising job roles that may be suitable for people of different marital status
Pregnancy and maternity	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people that may be pregnant 	Negative	A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects

	<ul style="list-style-type: none"> • Potential displacement of community facilities from development sites during demolition and construction phases, which may be used by people who are pregnant and/or on maternity/paternity leave • Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce 	<p>Negative</p> <p>Positive</p>	<p>arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts</p> <p>Any negative equality impacts will be addressed through a dedicated strategy and action plan</p> <p>These positive impacts could be enhanced further through advertising jobs locally, including specifically advertising job roles that may be suitable for people looking for flexible employment opportunities</p>
Race/ethnicity	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people from different ethnic backgrounds • Potential displacement of community facilities from development sites during demolition and construction phases, which may be used by people from different ethnic backgrounds • Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce 	<p>Negative</p> <p>Negative</p> <p>Positive</p>	<p>A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts</p> <p>Any negative equality impacts will be addressed through a dedicated strategy and action plan</p> <p>These positive impacts could be enhanced further through advertising jobs locally, including specifically advertising job roles that may be</p>

			suitable for people from different ethnic backgrounds
Religion and belief, including non-belief	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people from different religions • Potential displacement of community facilities from development sites during demolition and construction phases, which may be used by people from different religions • Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce 	<p>Negative</p> <p>Negative</p> <p>Positive</p>	<p>A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts</p> <p>Any negative equality impacts will be addressed through a dedicated strategy and action plan</p> <p>These positive impacts could be enhanced further through advertising jobs locally, including specifically advertising job roles that may be suitable for people from different religions</p>
Sexual orientation	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during demolition and construction phases of businesses, employees and organisations employing people • Potential displacement of community facilities from development sites during demolition and construction phases 	<p>Negative</p> <p>Negative</p>	<p>A strategy will be put in place at demolition, construction, and future development phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts</p> <p>Any negative equality impacts will be addressed through a dedicated strategy and action plan</p>

	<ul style="list-style-type: none">• Provision of employment opportunities both during construction and operation, providing residents of the Solent and wider region with diverse job opportunities to take up and enter/re-enter the workforce	Positive	These positive impacts could be enhanced further through advertising jobs locally
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3. Infrastructure development

Protected Group	Potential Impacts	Impact Effect	Mitigation Measures (if negative effects identified)
Age	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations employing people of different ages • Potential displacement of community facilities from infrastructure development sites during demolition and construction phases • Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	Negative	A strategy will be put in place at demolition and construction phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts
		Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	N/A
Disability	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations employing people with a disability • Potential displacement of community facilities from infrastructure development sites during demolition and construction phases accessed by those with a disability 	Negative	A strategy will be put in place at demolition and construction phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts
		Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan

	<ul style="list-style-type: none"> • Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	Positive	N/A
Gender (sex)	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations employing people of different genders • Potential displacement of community facilities from infrastructure development sites during demolition and construction phases accessed by those of different genders • Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	Negative	A strategy will be put in place at demolition and construction phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts
		Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	N/A
Gender reassignment	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations • Potential displacement of community facilities from infrastructure development sites during demolition and construction phases • Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	Negative	A strategy will be put in place at demolition and construction phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts
		Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	N/A

Marriage and civil partnership	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations employing people of different marital status • Potential displacement of community facilities from infrastructure development sites during demolition and construction phases accessed by those of different marital status • Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	<p>Negative</p> <p>Negative</p> <p>Positive</p>	<p>A strategy will be put in place at demolition and construction phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts</p> <p>Any negative equality impacts will be addressed through a dedicated strategy and action plan</p> <p>N/A</p>
Pregnancy and maternity	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations employing people that may be pregnant • Potential displacement of community facilities from infrastructure development sites during demolition and construction phases which may be used by people who are pregnant and/or on maternity/paternity leave • Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	<p>Negative</p> <p>Negative</p> <p>Positive</p>	<p>A strategy will be put in place at demolition and construction phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts</p> <p>Any negative equality impacts will be addressed through a dedicated strategy and action plan</p> <p>N/A</p>
Race/ethnicity	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p>		<p>A strategy will be put in place at demolition and construction phases to address any potential negative equality</p>

	<ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations employing people from different ethnic backgrounds • Potential displacement of community facilities from infrastructure development sites during demolition and construction phases which may be used by people from different ethnic backgrounds • Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	Negative	effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts
		Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	N/A
Religion and belief, including non-belief	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations employing people from different religions • Potential displacement of community facilities from infrastructure development sites during demolition and construction phases which may be used by people from different religions • Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	Negative	A strategy will be put in place at demolition and construction phases to address any potential negative equality effects arising. This could, where required involve identification of mitigation plans and strategies to enhance positive impacts
		Negative	Any negative equality impacts will be addressed through a dedicated strategy and action plan
		Positive	N/A
Sexual orientation	<p>We anticipate that the Solent Freeport could impact this protected group in the following main ways:</p> <ul style="list-style-type: none"> • Potential displacement during infrastructure demolition and construction phases of businesses, employees and organisations 	Negative	A strategy will be put in place at demolition and construction phases to address any potential negative equality effects arising. This could, where required involve identification of

	<ul style="list-style-type: none"> Potential displacement of community facilities from infrastructure development sites during demolition and construction phases Access and transport improvements, through significant investment in physical and digital infrastructure across the Freeport geography – this offers the opportunity to widen the labour pool that can access Freeport and related jobs 	<p>Negative</p> <p>Positive</p>	<p>mitigation plans and strategies to enhance positive impacts</p> <p>Any negative equality impacts will be addressed through a dedicated strategy and action plan</p> <p>N/A</p>
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EQIA Monitoring and Evaluation Plan

Please describe how you will continue to monitor and evaluate the development and delivery of mitigation measures to overcome potential equality impacts

Proposals for the Solent Freeport have been developed with due regard to equal opportunity, and the need to eliminate conduct that is prohibited by the Equality Act 2010. Such conduct includes discrimination, harassment and victimisation related to all groups of society including those with protected characteristics. Our proposals have been developed in accordance with the processes and procedures of the proposed accountable body for the Solent Freeport, Portsmouth City Council, who have developed an Equality Impact Assessment (EIA) Toolkit against which all Freeport proposals and developments will be considered.

Through a dedicated ESG Board, the Solent Freeport Consortium Limited (SFCL) will actively monitor, on an ongoing basis, how people within each protected group are engaged with, supported, empowered to participate in the Freeport, and the extent to which employment and skills opportunities are being taken-up by, and benefitting, local residents with protected characteristics.

EQIAs will be carried out for individual development proposals within the Solent Freeport (e.g. on our tax sites) at the relevant time, and as part of the statutory planning application and approval process. These EQIAs will provide more detail on potential equality impacts on protected characteristics groups, and proposed mitigation measures to help overcome any anticipated impacts where relevant.

Please describe any other components of the Freeport programme which you think may pose equality impacts in the future

Like many coastal communities, parts of the Solent have largely been left behind and severely disconnected from the growth of the UK economy. This has resulted in severe pockets of deprivation within some of our communities including parts of Havant and the Waterside area of the New Forest. We have therefore selected our proposed Tax and Customs sites in key locations in or close to these deprived areas, thereby proactively using Freeport status to increase economic activity within them and seize the opportunity to reduce deprivation and level-up prosperity. As noted within our FBC, dedicated initiatives will be put in place to connect these communities with economic opportunities generated by the Freeport, including jobs and training opportunities.