



## 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:	Winchester Movement Strategy Public Engagement
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Local bus services, parking, walking and cycling routes.
Description of the service/policy/project/project phase	Seeking views and feedback on a series of proposed transport improvements as part of the Winchester Movement Strategy covering traffic circulation, public realm, active travel and bus provision.
New/changed service/policy/project	Through the Winchester Movement Strategy we are seeking views on a range of proposals to improve the attractiveness of Park and Ride, local bus and active travel and discourage car journeys into the city centre.

Engagement
Undertaking a consultation about Winchester Movement Strategy proposals is intended to seek views and feedback on the proposals, so will not in itself affect people in the protected characteristics groups. Subsequently, if funding bids to enable implementation of specific proposals are successful, then Decision Day reports will be prepared containing scheme specific EIAs, which will consider the impacts on people with protected characteristics.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If

	and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.</p> <p>Respondents will be able to request paper copies of information packs, questionnaire surveys and large print versions will be available on request.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.</p>

Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Religion or Belief

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed, then the impact on this protected characteristic will be considered.
Mitigation	

## Geographical Impact:Winchester

## Equality Statement

### Additional information:

Decision is seeking approval to consult, and at this stage will not result in any changes being made to traffic circulation or delivery of reallocation of road space or changes to parking. If and when schemes are progressed and funding bids successful in enabling implementation, then the impact on people with protected characteristics and ways of mitigating any negative impacts (and where or not to undertake monitoring actual impacts) will be considered.

### Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00134

Date of production of EIA for publication: 03/12/2021