



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:	Portsmouth TCF Planning and Land Acquisitions
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Transport infrastructure
Description of the service/policy/project/project phase	Active travel and bus priority transport schemes to support sustainable growth and development, address carbon reduction and improve public health and the environment.
New/changed service/policy/project	To deliver a package of transport schemes that aim to encourage travel by walking, cycling and by bus.

Engagement
<p>Programme level engagement has been undertaken on the overall principles of the proposals.</p> <p>Engagement activities on specific schemes are planned or underway. These activities have consisted of live online events with Councillors and key stakeholders, letter drop to local residents and an online feedback survey (paper copies on request). All activities ensured the nature of the engagement respects Covid 19 secure requirements prevalent at the time.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.

Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a

	neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Detailed designs are being developed, therefore it is deemed that these schemes have a

	neutral impact on this characteristic at this stage. A full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.
Mitigation	

Geographical Impact:Fareham, Gosport, Havant

Equality Statement

Additional information:

The decision relates to schemes that have received funding and are progressing through the detailed design stage. As a result, it is deemed that these schemes do not have an impact on residents at this stage, so are deemed to have a neutral impact on groups with protected characteristics. Full Equalities Impact Assessments for individual schemes will be carried out at Project Appraisal.

Overview Statement:

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

EIA reference number: 00147

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