



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:	Waterside A326 North Improvements Update
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Integrated Transport
Description of the service/policy/project/project phase	The Waterside A326 North improvements are part of the emerging Waterside Transport Strategy, which builds on the Waterside Interim Policy Position of November 2017. A consultation on the draft Waterside Transport Strategy took place in summer 2021, which included some early options for improvements to the A326 north that were presented in a Strategic Outline Business case submission made to the Department for Transport in July 2021.
New/changed service/policy/project	The main purpose of this report is to provide an update on the A326 North improvement scheme, outline some of the consultation results, and seek approval to develop a preferred option (subject to Department for Transport approval of the Strategic Outline Business Case).

Engagement
<p>Hampshire County Council carried out an open feedback exercise to gather residents' and stakeholders' views on the draft Waterside Transport Strategy and a number of schemes for transport improvements, including on the A326. Five online events for stakeholders and members of the public were undertaken, and a Response Form (available online and in alternative formats) with accompanying Information Packs was provided. The consultation ran from 28 June 2021 to 28 August 2021 and was promoted through a communications strategy, including social media advertising, press releases and posters in the local area.</p> <p>In total, 941 responses were submitted via the consultation Response Form, either online or on paper. Of those who specified, 851 responses were from individuals, 8 were from democratically elected representatives, and 14 were from groups, organisations or businesses. This report provides some initial headline results from these respondents that relate to the A326 LLM scheme.</p> <p>However, further analysis is required to include written submissions made by stakeholders, members of the public, councillors, and social media comments which were received through Facebook. Once this detailed analysis has been completed, the feedback from all respondents will be taken into consideration in the development of the final Waterside Transport Strategy, which will then be subject to ratification by the Executive Lead Member for Economy, Transport, and Environment, likely in Spring 2022.</p> <p>No equality impacts have been identified at this stage, as the report is primarily seeking approval to</p>

undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage. As part of this development work there is the potential for possible equality impacts to be identified and, if so, these will be fully documented in a future Decision Report to the Executive Lead Member for Economy, Transport and Environment.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme

	that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.

Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No equality impacts have been identified at this stage, as the report is primarily seeking approval to undertake the next stage of scheme development work for the A326 highway improvements. This development work will aim to design a scheme that is suitable for all users of the transport network and as such is considered to have a neutral impact on those with protected characteristics at this stage.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

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Mitigation	

Geographical Impact:New Forest

Equality Statement

Additional information:

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Overview Statement:

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

EIA reference number: 00151

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