



## 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
Andrew Kettlewell	Transport Team Leader  Economy, Transport and Environment	andrew.kettlewell@hants.gov.uk  Tel:07719 990585

Title:	Eastleigh Town Centre Cycle Route (Southampton and SW Hampshire TCF Programme)
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Public highway.
Description of the service/policy/project/project phase	Improved walking and cycling links to and between Eastleigh Rail Station and Eastleigh Parkway Rail Station.
New/changed service/policy/project	This scheme will facilitate and encourage sustainable travel between Airport Parkway and Eastleigh, and by extension, sustainable travel between Eastleigh and Southampton. It will also encourage travel by train, with easier cycle access to both Eastleigh and Airport Parkway. By ensuring that there are cycle links available to and from train stations, this scheme will enable entire journeys along the corridor be sustainable, rather than rely on private vehicles to access the rail stations.

Engagement
<p>An online digital consultation event was held during July 2021 for Councillors (County, Borough, Town and Parish) and key stakeholders including local businesses, community groups and disability groups/forums. The event was well attended by interested parties with a good level of interaction between attendees and County Officers during a question and answer session at the end of the event.</p> <p>Following the digital event, an online public survey was launched which attracted 158 responses<sup>[SB1][ME2]</sup><sup>[KA3]</sup>. Full results are available at <a href="https://www.hants.gov.uk/eastleigh-town-centre-cycle-route-transport-and-roads">Eastleigh Town Centre cycle route   Transport and roads   Hampshire County Council (hants.gov.uk)</a></p> <p>Overall when asked if the proposed changes would improve your journey, 52% agreed, with 39% disagreeing.</p>

Equalities considerations - Impact Assessment

Age

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Impact on public	Positive
Impact on staff	Positive
Rationale	The scheme is likely to have a positive impact on reducing inequalities. The improvements it provides to cyclists and pedestrians will improve the safety and journey experience of these modes.
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme will benefit those with disabilities who use the highway, particularly those with mobility impairments that require mobility aids, such as wheel chairs and walking canes. It will encourage disabled cyclists to commute more as inaccessible cycle infrastructure is one of the biggest barriers to cycling.
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

## Religion or Belief

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.

Mitigation	
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## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The scheme highway improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

Geographical Impact:Eastleigh

## Equality Statement

Additional information:

None

Overview Statement:

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

EIA reference number: 00183

Date of production of EIA for publication: 18/11/2022