



## 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:	Bursledon Road Cycle Scheme (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	Improvements to walking and cycling provision on the public highway.
New/changed service/policy/project	The scheme has been identified to improve the existing shared use cycle route on the southern side of Bursledon Road between Windhover roundabout and Botley Road on the A3024, improving cycle connectivity in the area. It will connect to the TCF Providence Hill cycle link scheme via the National Highways Windhover Roundabout improvement scheme, which in turn links to existing cycle and pedestrian infrastructure (including Southampton City Council's Cycle Network "SCN" route 3).

Engagement
<p>An online digital consultation event was held during September 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 96 responses which included the following headline responses (full results are available at <a href="https://www.hants.gov.uk/transport-and-roads/bursledon-road-cycle-link-improvements">Bursledon Road Cycle Link Improvements   Transport and roads   Hampshire County Council (hants.gov.uk)</a>):</p> <p>52% of respondents agreed that the proposed changes would positively impact their journeys.</p>

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
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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: 00189

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