



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:	Brookers Lane Proposed TRO Amendment
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Safer Roads and Parking
Description of the service/policy/project/project phase	Proposed amendment to a Prohibition of Driving TRO linked to an affordable housing development on Brookers Lane, Gosport.
New/changed service/policy/project	Amendment to a shared use cycle way/path way between Brookers Lane and Newgate Lane, Gosport of 35m to allow access to the new development.

Engagement
Advertised the change to the Traffic Regulation Order from the 4th Feb to 25th Feb 2022, webpage, notices on site and newspaper advertising.

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	Particularly old and young people, those with a mobility or visual disability may experience low negative impacts as the shared use, traffic free route is shortened by approximately 35metres.
Mitigation	

This will be mitigated by the tactile paving, dropped kerbs and improved footway routes that will be provided by the new development, including tactile paving. The new arrangement protects the remainder of the shared use route with bollards. Low traffic flows are expected from the new development and the design has been fully safety audited.

Disability

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Particularly old and young people, those with a mobility or visual disability may experience low negative impacts as the shared use, traffic free route is shortened by approximately 35metres.
Mitigation	This will be mitigated by the tactile paving, dropped kerbs and improved footway routes that will be provided by the new development, including tactile paving. The new arrangement protects the remainder of the shared use route with bollards. Low traffic flows are expected from the new development and the design has been fully safety audited.

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a small highway change to a shared use cycle way/ foot way, not expected to impact any gender reassignment characteristic.

Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a small highway change to a shared use cycle way/ foot way, not expected to impact any pregnancy & maternity characteristics.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a small highway change to a shared use cycle way/ foot way, not expected to impact any characteristics of race.
Mitigation	

Religion or Belief

Impact on public	Neutral

Impact on staff	Neutral
Rationale	This is a small highway change to a shared use cycle way/ foot way, not expected to impact any religions or beliefs.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a small highway change to a shared use cycle way/ foot way, not expected to impact any characteristics of sex.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a small highway change to a shared use cycle way/ foot way, not expected to impact any characteristics of sexual orientation.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a small highway change to a shared use cycle way/ foot way, not expected to impact marriage and civil partnership.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is a small highway change to a shared use cycle way/ foot way, not expected to impact poverty.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	This is a small highway change to a shared use cycle way/ foot way, not expected to impact rurality.
Mitigation	

Geographical Impact:Fareham, Gosport

Equality Statement

Additional information:

None.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00218

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