



## 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:	Hartford Bridge Flats Junction Improvements (4th Arm)
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Highways and Transport - users of the existing highway at A30/A327 junction and A30/Blackbushes Road junction
Description of the service/policy/project/project phase	The Hartford Bridge Flats junction improvement scheme will connect Blackbushes Road to the existing A30/A327 roundabout junction, by realigning the existing Blackbushes Road south of the A30 to create a fourth arm to the roundabout and thereby completing the construction of an all moves junction.
New/changed service/policy/project	The completion of an all-moves junction will reduce journey times for traffic passing through the A30/A327 and Blackbushes Road junctions, and consequently this will reduce emissions to the environment through a reduction in total vehicle miles travelled on the network and a reduction in congestion on the approaches to these junctions. This scheme adds value to the original three-arm junction project, by enabling the full realisation of the benefits, particularly road safety benefits and journey time/distance reductions.

Engagement
<p>The Local County Council Member, Cllr Tim Davies, has been briefed on the scheme proposals. As consultees to the Planning Application for the proposed development, Hart District Council has raised no objection, whilst Eversley Parish Council and Hartley Wintney Parish Council commented in support of the application. A public exhibition was held in 2014 for Phase 1 of the project which was well supported by local businesses and residents. The realignment of Blackbushes Road as a fourth arm onto the roundabout was included in this exhibition and shown as a potential Phase 2. A period of public consultation on the Planning Application for the proposed development was effective from 4 February 2022 to 4 March 2022. During this period, no objections were received from members of the public or local businesses.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The completed scheme will deliver road safety benefits to all road users. Exiting Blackbushes Road onto the A30 will be easier via the new roundabout than via the current priority t-junction, therefore the scheme may be of particular benefit to those with longer perception/reaction times, such as older drivers.
Mitigation	

## Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Religion or Belief

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The project is expected to have a neutral impact on this characteristic.

Geographical Impact:Hart

## 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: 00227

Date of production of EIA for publication: 21/11/2022