



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:	Local Transport Plan 4
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Strategic Transport
Description of the service/policy/project/project phase	The Decision is to consult on a new Local Transport Plan. The new draft Local Transport Plan sets out the transport strategy for Hampshire and establishes the policies, strategies and high-level plans that guide how it will meet its statutory duties as a highway authority. It will provide guidance to others, helps us choose and select our priorities and secure funding for measures to meet some of our most difficult movement challenges. As such it will be a core part of the County Councils policy framework
New/changed service/policy/project	The Decision is to consult on a new Local Transport Plan so at present there is no change to services and policy.

Engagement
The draft Local Transport Plan will be subject to a full public consultation over a 12-week period.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.

Mitigation	
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Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision is whether to consult so there is no change proposed at present to any policy and therefore no impact on this protected characteristic.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

This decision relates to approving a draft LTP4 for public consultation and will not itself have any direct impacts on people with protected characteristics. However, it is a statutory requirement that LTPs should incorporate an Integrated Impact Assessment (IIA), which addresses Protected Characteristics. This has been undertaken throughout the development of the LTP and a full report covering equalities and environmental appraisal will be published alongside the draft LTP. The findings of the IIA are reflected throughout the proposed LTP. It also includes a plan explicitly targeted at addressing areas where issues of inequality have been identified. The public consultation will enable feedback which will help inform this assessment, and when the final document is presented for approval the full impact assessment will be available for the consideration of the relevant decision makers

Overview Statement:

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

EIA reference number: 00240

Date of production of EIA for publication: 21/12/2022