



## 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:	Transport Proposals Supporting Economic Development in Farnborough
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Highway design and layout at A325 and A327 Farnborough, affecting all modes.
Description of the service/policy/project/project phase	The Farnborough Civic Quarter Masterplan proposes a major redesign of the A325 and A327 in Farnborough town centre to facilitate regeneration. The proposal will lead to the removal of underpasses and the provision of at-grade pedestrian and cycle crossing facilities in their place. This will result in improved legibility and permeability from the Civic Quarter site to the town centre and improved public realm including reducing the fear of crime in the underpasses.
New/changed service/policy/project	The new policy position would enable a rebalancing of use of the highway towards the use of public transport, walking and cycling. This decision seeks approval for a policy position in regard to the Farnborough Civic Quarter Masterplan which will ultimately be determined by the Local Planning Authority. The decision sought does not have a direct impact on residents at this stage.

Engagement
<p>The Farnborough Civic Quarter Masterplan proposes a major redesign of the A325 and A327 in Farnborough town centre to facilitate regeneration. The proposal will lead to the removal of underpasses and the provision of at-grade pedestrian and cycle crossing facilities in its place. This will result in improved legibility and permeability from the Civic Quarter site to the town centre and improved public realm including reducing the fear of crime in the underpasses. The groups most likely to benefit from these proposals are those with a disability and women.</p> <p>Consultation on the proposals has not been undertaken by HCC, but has been undertaken by Rushmoor Borough Council in developing the masterplan and members of the public were able to comment on the proposals submitted for the outline planning application (Ref:22/00193/OUTPP).</p>

## Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their age.
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Removal of the large roundabout and associated underpasses and replacement of at-grade crossings will create a more direct and convenient route for people travelling from the site to the town centre.</p> <p>Subways with even a shallow slope can present a challenge for those with mobility impairments, and therefore the Department for Transport's guide to inclusive mobility notes that it is preferable to install at-grade crossings rather than underpasses where possible.</p> <p>The Farnborough Civic Quarter Masterplan also includes provision of segregated cycling infrastructure. Research has shown that the use of cycling as a mobility aid is popular. A survey carried out in London for that 12% of disabled people cycled 'regularly' or 'occasionally' compared to 17% of non-disabled people (Wheels for Wellbeing, 2019). Therefore the provision of cycling infrastructure as part of the proposal is likely to increase the mobility options for those with mobility impairments.</p> <p>Reference:</p> <p>A Guide to Inclusive Cycling, Wheels for Wellbeing (2019), <a href="#">FINAL.pdf (wheelsforwellbeing.org.uk)</a></p>

Mitigation	
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## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their gender identity/ reassignment.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on them being pregnant or having children.
Mitigation	

## Race

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their race.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their religion or belief.
Mitigation	

## Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Research conducted by BRE highlighted that people feel less safe in spaces where they cannot be seen and feel more isolated, such as in underpasses (BRE, 2017). This can result in these spaces being avoided. In particular, multiple studies have shown that women fear crime in isolated public spaces, such as underpasses, as this can lead to them avoiding the area.</p> <p>The proposal to remove the underpasses in Farnborough would wherefore lead to an improvement for women as they will feel more comfortable and able to access the space</p>

and the town centre. This is supported by the Home Office's guide to safe places which states that keeping pedestrians and cyclists at the same levels of vehicles will avoid creating intimidating spaces (Home Office, 2004).

References:

Reducing Crime Hotspots in City Centres, BRE (2017), [FINAL.pdf \(wheelsforwellbeing.org.uk\)](#)

Safer Places: The Planning System and Crime Prevention, The Home Office (2004), [Safer Places \(publishing.service.gov.uk\)](#)

Mitigation

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their sexual orientation.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for those who are married or in civil partnership.

Mitigation	

### Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their level of income or poverty status.
Mitigation	

### Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is not likely that the proposal will have any impact on rurality as the location is already an urban area and will remain so and does not propose and specific interventions to improve links/ access for rural communities.
Mitigation	

Geographical Impact:Rushmoor

### 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:

This decision seeks approval for a policy position to support the principles set out in the Farnborough Civic Quarter Masterplan and does not have a direct impact on residents at this stage. Therefore, it has been assessed as having a neutral impact on groups with protected characteristics.

EIA reference number: 00286

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