



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
Peter Rooney	Highways Manager (Technical Support) Economy, Transport and Environment	peter.rooney@hants.gov.uk Tel:03707 794628

Title:	Hampshire Highways Service Contract - Contract Extension
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	The County Council's Highways Service, i.e. delivery of highway maintenance operations.
Description of the service/policy/project/project phase	The Hampshire Highways Service Contract (HHSC) delivers highway maintenance operations in Hampshire, ensuring the County Council can fulfil its statutory responsibility, as Highway Authority, under the Highways Act 1980. Services included in the HHSC are routine, reactive, planned, environmental and winter maintenance (including dealing with weather emergencies), and also some capital improvement works.
New/changed service/policy/project	The decision sought on the 3 October 2022 is to extend the duration of the contract by five years to April 2029.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.

Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have

	any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have

	any negative impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

Approval is sought for a 5-year contract extension (which is within scope of the original contract that commenced in 2017). The extension will provide added value and service improvements and it is not anticipated that these proposals will have a direct impact on people with protected characteristics. Rather, they are intended to improve service delivery to all highway users and help maintain highway safety.

Overview Statement:

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

EIA reference number: 00306

Date of production of EIA for publication: 03/10/2022