



## 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 Cycling and Walking Infrastructure Plans – Update
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Integrated Transport
Description of the service/policy/project/project phase	Integrated Transport provides the policies, strategies and plans framework for the development of transport interventions in line with the County Councils corporate objectives, specifically around Climate change and the 2050 Vision.
New/changed service/policy/project	The proposal is to develop Local Cycling and Walking Infrastructure Plans that align with the Government's requirements for all parts of Hampshire, including bringing forward plans for 6 areas of Hampshire for formal approval.

Engagement
A public consultation was held last year covering all six plans proposed for adoption. Comments raised have been considered and plans changed accordingly where necessary. Further consultation has or will be undertaken for the other plans currently in preparation.

#### Equalities considerations - Impact Assessment

#### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	A neutral impact on people with the protected characteristics of age has been identified from this decision.

	<p>However, Local Walking &amp; Cycling Infrastructure Plans aim to add or improve relevant infrastructure and therefore any transport schemes that are identified in the LCWIPs are expected to have positive impacts on a range of protected characteristics such as age, disability, pregnancy &amp; maternity, poverty and rurality by providing improved access and connectivity by non-motorised transport, but will be subject to their own Equalities Impact Assessment.</p>
Mitigation	

## Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>A neutral impact on people with the protected characteristic of disability has been identified from this decision.</p> <p>However, Local Walking &amp; Cycling Infrastructure Plans aim to add or improve relevant infrastructure and therefore any transport schemes that are identified in the LCWIPs are expected to have positive impacts on a range of protected characteristics such as age, disability, pregnancy &amp; maternity, poverty and rurality by providing improved access and connectivity by non-motorised transport, but will be subject to their own Equalities Impact Assessment.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	A neutral impact on people with this protected characteristic has been identified from this decision.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>A neutral impact on people with the protected characteristics of Pregnancy &amp; Maternity has been identified from this decision.</p> <p>However, Local Walking &amp; Cycling Infrastructure Plans aim to add or improve relevant infrastructure and therefore any transport schemes that are identified in the LCWIPs are expected to have positive impacts on a range of protected characteristics such as age, disability, pregnancy &amp; maternity, poverty and rurality by providing improved access and connectivity by non-motorised transport, but will be subject to their own Equalities Impact Assessment.</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	A neutral impact on people with this protected characteristic has been identified from this decision.
Mitigation	

### Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	A neutral impact on people with this protected characteristic has been identified from this decision.
Mitigation	

### Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	A neutral impact on people with this protected characteristic has been identified from this decision.
Mitigation	

### Sexual Orientation

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	A neutral impact on people with this protected characteristic has been identified from this decision.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	A neutral impact on people with this protected characteristic has been identified from this decision.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>A neutral impact on people with the protected characteristic of poverty has been identified from this decision.</p> <p>However, Local Walking &amp; Cycling Infrastructure Plans aim to add or improve</p>

	relevant infrastructure and therefore any transport schemes that are identified in the LCWIPs are expected to have positive impacts on a range of protected characteristics such as age, disability, pregnancy & maternity, poverty and rurality by providing improved access and connectivity by non-motorised transport, but will be subject to their own Equalities Impact Assessment.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>A neutral impact on people with the protected characteristic of rurality has been identified from this decision.</p> <p>However, Local Walking &amp; Cycling Infrastructure Plans aim to add or improve relevant infrastructure and therefore any transport schemes that are identified in the LCWIPs are expected to have positive impacts on a range of protected characteristics such as age, disability, pregnancy &amp; maternity, poverty and rurality by providing improved access and connectivity by non-motorised transport, but will be subject to their own Equalities Impact Assessment.</p>
Mitigation	

Geographical Impact: Eastleigh, Fareham, Gosport, Havant, New Forest, Test Valley

## Equality Statement

### Additional information:

A further decision will be required to approve remaining Local Cycling and Walking Infrastructure Plans for the remaining parts of Hampshire when these have been fully prepared.

### Overview Statement:

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

EIA reference number: 00309

Date of production of EIA for publication: 06/12/2022