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:	Replacement and Realignment of Sea Defences at the Victoria Road Entrance to Royal Victoria Country
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Countryside Service will be affected if the entrance into Royal Victoria Country Park (RVCP) collapses.
Description of the service/policy/project/project phase	Proposed replacement and realignment of sea defences at the Victoria Road entrance to Royal Victoria Country Park. There is no material changes to the external spaces or access arrangement at the entrance to RVCP.
New/changed service/policy/project	The new sea wall will ensure that entrance is protected as it is the only viable principal access for visitors, residents, businesses, and the emergency services.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Geographical Impact:Eastleigh

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:

Due regard has been given to the Public Sector Equality Duty and the potential equalities impacts of this project. The proposal is limited to the improving existing coastal defence infrastructure through the installation of a new sheet pile seawall at the entrance to Royal Victoria Country Park. The works are intended to maintain public access, protect infrastructure, and ensure the ongoing safety and resilience of the site entrance.

The project does not introduce changes to services, policies, eligibility criteria, or access arrangements that would disproportionately affect people with protected characteristics. Any temporary impacts during the construction phase will be managed through standard project controls, including maintaining safe access arrangements where practicable.

On this basis, a full Equality Impact Assessment is not considered necessary, as no adverse or disproportionate impacts on groups with protected characteristics have been identified. The project will help preserve continued access to the park for all users.

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