

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:	The Causeway/ Dragon Street Improvements
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Highway layout at The Causeway/Dragon Street, Petersfield.
Description of the service/policy/project/project phase	The Highway layout provides footway and cycle routes to access local amenities.
New/changed service/policy/project	The implementation of a parallel crossing over The Causeway and associated path through the open space area on the corner of Sussex Road and The Causeway for pedestrians and cyclists.

Engagement
The Petersfield Strategy Group (PSG), which is made up of Councillors from Hampshire County Council, East Hampshire District Council, Petersfield Town Council and South Downs National Park have been heavily involved in scheme development and support the scheme. The scheme webpage has been shared electronically via social media and is broadly supported by the public.

Local residents and businesses will be engaged regarding disruption caused by the works before the construction starts. Signs will be erected on site prior to construction work commencing and the scheme webpage will be kept up to date with progress.

Future engagement will be via social media and other electronic platforms in line with corporate guidelines.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	As the scheme is on a school run route, the proposals will have a positive impact on the children who will be accompanied to and from primary school.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	As the scheme is on a school run route, the proposals will have a positive impact on women who tend to accompany younger children on their way to and from primary school in larger numbers than men.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have significant negative or positive impact on this protected characteristic.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme provides improved facilities for lower cost travel (cycling and walking).
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme provides improved facilities for local cycle and walking journeys.
Mitigation	

Geographical Impact:East Hampshire

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:

EIA reference number: 00836

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