

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:	Shared Route – Morelands Primary School, Waterlooville
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways and Transport- Users of the highway at Sea Front/Staunton Avenue junction in Hayling Island.
Description of the service/policy/project/project phase	The project aims to implement a shared route on Havant Borough Council and Portsmouth City Council land in Waterlooville, Havant.
New/changed service/policy/project	It is proposed to improve the accessibility and safety for all non-motorised users, with a particular emphasis on students traveling to Morelands Primary School, addressing the current lack of such a route.

Engagement
Engagement with Councillors (both Hampshire County Council and Havant Borough Council), Portsmouth City Council, and Morelands Primary School has been completed. The consultation involved discussions with these stakeholders to gather their input and feedback. The outcome of the consultation was positive, with the proposal being well received by all parties.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed pathway linking Copse Close and Crookhorn Lane will significantly enhance accessibility and safety for all non-motorised users, with a particular emphasis on students traveling to Morelands Primary School. This pathway will benefit individuals of all age groups. These features ensure a smooth transition for pedestrians and cyclists, enhancing overall accessibility. By prioritising ease of access, the scheme fosters a more enjoyable and inclusive environment for everyone.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Implementing a new shared route connecting Copse Close and Crookhorn Lane will significantly enhance accessibility for disabled individuals and also reduces the travel time.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this group is expected from the proposal - neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The pathway will improve pedestrian accessibility and significantly improves safety, facilitating greater mobility for expectant mothers and new parents. These enhancements not only aid pregnant women and new mothers but also help create a more inclusive community.
Mitigation	

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this group is expected from the proposal - neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this group is expected from the proposal - neutral.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	As the scheme will benefit students commuting to Morelands Primary School, 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	No impact on this group is expected from the proposal - neutral.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this group is expected from the proposal - neutral.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this group is expected from the proposal - neutral.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this group is expected from the proposal - neutral.
Mitigation	

Geographical Impact:Havant

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: 00869

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