

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:	Project Appraisal: Fair Oak Village Improvements
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways Land.
Description of the service/policy/project/project phase	Improvements to walking and cycling Infrastructure in Fair Oak on Mortimers Lane, Winchester Road and Eastleigh Road.
New/changed service/policy/project	This scheme will facilitate and encourage sustainable (pedestrian and cyclist) travel in Fair Oak on the southern footway of Mortimers Lane between Pembers Farm Avenue and Fair Oak Court, Winchester Road between Fair Oak Court and the signal junction of Stubbington Way, Botley Road and Eastleigh Road. Also, the southern footway of Eastleigh Road between the signalised junction and Fratton Way.

Engagement
Various local stakeholders have been consulted during the development of the scheme, including Hampshire County Council Members, Fair Oak and Horton Heath

Parish Council, Eastleigh Borough Council and the local bus operator. The development of the proposed pedestrian and cycle improvements has been subject to community engagement in the early design phase. The scheme is well supported and feedback from engagement has been incorporated into the designs.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Continuous footways prioritise pedestrians and cyclists over traffic to create safer, more accessible routes, which benefits both the elderly and young by facilitating easier and safer navigation, particularly at junctions.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Continuous footways and the extension of pedestrian and cycle paths across the side roads, can significantly benefit people with disabilities by providing a flat, uninterrupted surface for crossing and prioritising pedestrians over turning vehicles, making it easier for those with mobility aids or difficulties to navigate.
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	Positive
Impact on staff	Neutral

Rationale	Continuous footways contribute to creating safer and more accessible environments, which can be beneficial for pregnant individuals and new parents.
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	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	

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	Continuous footways facilitate easier movement for people walking and cycling, allowing people more easy access to jobs, services, opportunities and transport networks. The addition of improved pedestrian and cycling routes linking to local amenities will encourage the use of low cost travel options such as walking and cycling.
Mitigation	

Rurality

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	

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:

EIA reference number: 00876

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