

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
Ian Ackerman	Permit Scheme Manager Universal Services	ian.ackerman@hants.gov.uk

Title:	Disruption Charging (Lane Rental) Scheme Consultation
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways service
Description of the service/policy/project/project phase	The Hampshire County Council Disruption Charging (HCCDC) Scheme is a Lane Rental scheme as per the Traffic management Act 2004 and seeks to incentivise the expedition of works through daily charges for works. Currently we are seeking approval to go out to consultation on the proposed scheme. On the basis that there are no legal impediments to going ahead with the HCCDC Scheme then the intention is to seek legal authorisation from Central Government to implement the scheme, probably in 2026.
New/changed service/policy/project	The HCCDC Scheme is a Disruption Charging (Lane Rental) Scheme. Highly traffic sensitive routes and strategic routes are selected and anyone working on these routes pays a daily charge. These charges can be discounted or avoided by working outside of peak times, by working using innovative methods that reduce disruption or by working collaboratively with other contractors. Funds

raised by the scheme pay for the administration of the scheme. Any surplus can then be used to fund schemes or research that alleviates traffic congestion.

Engagement

The scheme should have a neutral impact on those in the protected characteristics groups. However, a formal consultation is part of the project rollout. The statutory consultees for the project include: Works promoters, local authorities, neighbouring highway authorities, police and emergency services, the DfT and the travelling public.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of age.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of disability.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of gender reassignment.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of pregnancy or maternity.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of race.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of religion or belief.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of sex.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of sexual orientation.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of marriage & civil partnership.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of poverty.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of rurality.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

The HCCDC Scheme will only be applied to routes that are strategically important (to access transport hubs or areas of economic importance) or routes that are already heavily trafficked and where works on that route is likely to cause significant congestion.

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: 00897

Date of production of EIA for publication: 11/06/2025