

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:	On-Street Residential EV Charging Scheme Basingstoke
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Transition to Electric Vehicles.
Description of the service/policy/project/project phase	Approximately 40% of all dwellings across the area that Hampshire County Council serves do not have access to any off-street residential parking, which reduces the opportunity to charge electric vehicles at home. There are currently only 50 public on street chargepoints within Hampshire County Council, located within Eastleigh and Winchester serving residents without off street parking.
New/changed service/policy/project	This project involves installing low powered (3.5kW) chargepoints across the area served by Basingstoke and Deane Borough Council which will be attached to existing lamp columns. The project is being funded by Basingstoke and Deane Borough Council.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes do not have any specific impacts on individuals relating to Age, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The chargepoints are being installed on existing lamp columns, therefore there will be no additional impact to the available space on the footway for walking and wheeling. The proposed changes do not have any specific impacts on individuals relating to Disability, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes do not have any specific impacts on individuals relating to Gender Reassignment, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The chargepoints are being installed on existing lamp columns, therefore there will be no additional impact to the available space on the footway for walking and wheeling. The proposed changes do not have any specific impacts on individuals relating to Pregnancy &

	Maternity, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes do not have any specific impacts on individuals relating to Race, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes do not have any specific impacts on individuals relating to Religion or Belief, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes do not have any specific impacts on individuals relating to Sex, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes do not have any specific impacts on individuals relating to Sexual Orientation, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The proposed changes do not have any specific impacts on individuals relating to Marriage & Civil Partnership, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes do not have any specific impacts on individuals relating to Poverty, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed changes do not have any specific impacts on individuals relating to Rurality, therefore this is not thought to have an impact on this protected characteristic.
Mitigation	

Geographical Impact: Basingstoke and Deane

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: 00904

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