



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:	A35 Redbridge Causeway Work Package 3
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Bridge maintenance
Description of the service/policy/project/project phase	The A35 Redbridge Causeway Work Package 3 is a continuation of the refurbishment of 4 major bridges which carry traffic, including pedestrians and cyclists, between Totton and Southampton. This phase of the works covers the eastbound bridges and the railway span of the Redbridge Viaduct. The work includes critical concrete repairs and installation of an impressed current cathodic protection (ICCP) system. If the work is not completed restrictions will need to be instigated which will initially affect heavy goods vehicles and could affect all users if nothing is done.
New/changed service/policy/project	Refurbishment of the bridges will ensure restrictions do not have to be applied, and therefore the bridges remain open and fit for purpose and available to all. The installation of an ICCP system will mean future interventions are less frequent.

Engagement
<p>Throughout all the works packages Officers have collaborated with Southampton City Council, Highways England, Network Rail and the Environment Agency in order to consider network management and mitigation measures.</p> <p>Local Councillors, residents and business have all been contacted prior to works packages and been kept informed during works progress. This has enabled modifications to be made to diversion routes during the works.</p>

Equalities considerations - Impact Assessment

Age

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure with no changes to traffic capacity.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure with no changes to layout. Where temporary footpath closures are required existing crossing points will be used on diversion routes.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure which will ensure resilience for the future.

Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure which will ensure resilience for the future.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure which will ensure resilience for the future.
Mitigation	

Religion or Belief

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure which will ensure resilience for the future.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure which will ensure resilience for the future.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure which will ensure resilience for the future.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure which will ensure resilience for the future.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This is maintenance of existing bridge infrastructure which will ensure resilience for the future.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	This is maintenance of existing bridge infrastructure within a built up area which will ensure resilience for the future.
Mitigation	

Geographical Impact:New Forest

Equality Statement

Additional information:

Closure of Redbridge Road in Southampton to allow work on Redbridge Road bridge and a Gas main diversion could negatively impact on pedestrians and particularly those with disabilities, such as wheelchair users, by requiring them to take long diversions along busy roads. To avoid this, the contractor Milestone will be required to keep a protected route available along Old Redbridge Road under the bridge. Diversions for pedestrians and cyclists during closures of the northern footway on the A35 will utilise the Redbridge Viaduct foot/cycleway and be advertised in advance of closures. Existing crossing points will be utilised.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00089

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