



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:	Whitchurch Accessibility & Traffic Measures
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Whitchurch Accessibility & Traffic Measures
Description of the service/policy/project/project phase	The aim of this scheme is to improve pedestrian/cycle facilities to meet the predicted increase in demand due to new residential developments, as well as to address the transport priorities set out by Whitchurch Town Council and Basingstoke and Dean Borough Council. This will also provide safer walking routes for school children and encourage them to travel more sustainably.
New/changed service/policy/project	Construction of road and footpath improvements to make pedestrian and bicycle access easier and more popular around the town.

Engagement
<p>The public consultation on the scheme took place online between 19th of March and 17th of April 2020. It was run mainly by Whitchurch Town Council, which focused on informing local residents, and other interested parties about the proposed improvements.</p> <p>The results show a mixture of support which has informed the recommended programme as outlined in this report. 49 people responded to the online consultation survey in total. 21 people expressed their support for the scheme, whereas 18 people opposed the scheme, leaving 10 participants neither supporting nor objecting to the scheme. It should be noted that a number of the negative responses were opposed only to certain elements of the entire scheme and not the whole package of works.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive

Impact on staff	Positive
Rationale	As the scheme encourages and aids walking and cycling, it should be of particular benefit to groups that are more likely to travel by these means such as older and younger people and women, all of whom are more likely to travel on foot. Any increase in walking and cycling should also result in health benefits, and over time a reduction in car use will improve air quality with particular benefits for individuals with disabilities exacerbated by air pollution.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	As the scheme encourages and aids walking and cycling, it should be of particular benefit to groups that are more likely to travel by these means such as older and younger people and women, all of whom are more likely to travel on foot. Any increase in walking and cycling should also result in health benefits, and over time a reduction in car use will improve air quality with particular benefits for individuals with disabilities exacerbated by air pollution.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	Impact of the project will remain neutral for this group of people
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people
Mitigation	

Religion or Belief

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	As the scheme encourages and aids walking and cycling, it should be of particular benefit to groups that are more likely to travel by these means such as older and younger people and women, all of whom are more likely to travel on foot. Any increase in walking and cycling should also result in health benefits, and over time a reduction in car use will improve air quality with particular benefits for individuals with disabilities exacerbated by air pollution.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.

Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral

Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Geographical Impact: Basingstoke and Deane

Equality Statement

Additional information:

None

Overview Statement:

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

EIA reference number: 00101

Date of production of EIA for publication: 17/09/2021