



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: Whitehill Bordon STP: Oakhanger Road/Station Road (East) Shared Use Path
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Asset Management services are affected by this project, however this impact is minimal.
Description of the service/policy/project/project phase	The project is is part of a programme of works delivering the Walking and Cycling Strategy in Whitehill and Bordon. This connects new developments with Oakmoor School and other destinations in the town and provides a safe environment for the community and highway users.
New/changed service/policy/project	The project is the conversion of existing footways into a shared use path for both pedestrians and cyclists whilst providing traffic measures to manage traffic speeds in the area. Works include widening of the path in Oakhanger Road and Station Road in accordance with new design guidance (LTN 1/20 - Design Guidance for Cyclists), provision of a new path in Budds Lane to connect cyclists with the school. Associated traffic measures include road narrowing and pinch-points where appropriate. Street lighting will be upgraded in Station Road. Hogmoor Road junction is to be tightened to improve sight lines for pedestrians.

Engagement
<p>Discussions have been held with HCC Asset Management to explain the scheme and impacts on maintenance obligations and operations. Comments have been considered and taken into account in the design phase.</p> <p>Elected HCC, EHDC and Whitehill Town Council Members have been consulted on the scheme and have raised no concerns regarding impacts on equality and support the scheme.</p> <p>The Budds Lane section of the works and Hogmoor Road junction tightening is being provided as a direct request from the Head of Oakmoor School.</p> <p>The path and narrowing of Station Road, with pinch-points, is a result of the Walking and Cycling Strategy, but also concerns from local residents who consider the current footway to be hazardous and traffic speeds high.</p>

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Public - This scheme will encourage younger and older users in the community to walk and cycle by providing a safe facility.</p> <p>Staff - this will have negligible effect on asset maintenance operations.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Public - The provision of the improved network and crossing facilities, accompanied by reduced traffic speeds will provide a safer and more usable facility for users who have a disability.</p> <p>Staff - impact on maintenance operations will be negligible, however, there may be benefits to inspectors who have a walking impediment or use a wheelchair.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is for use by pedestrians and cyclists for which gender reassignment persons should not be affected.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Public - the new routes may be of some benefit to new parents using pushchairs / buggies by providing a wider path. Comfort in walking for pregnant women may also be improved with resurfaced paths and renewed crossing points.</p> <p>Staff - this should not have any impact on staff members.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral

Rationale	This scheme will have no impact on race and the path will be open for all users.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This scheme has no impact on religion or belief and will be open to all users.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This scheme has no impact on sex and will be open to all users.
Mitigation	

Sexual Orientation

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	This scheme has no impact on sexual orientation and will be open to all users.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This scheme has no impact on marriage and civil partnership and will be open to all users.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Public - This scheme may have a benefit in providing a cost effective means (i.e. walking and cycling) in getting to places of work as it will link with new places of work in the town through the wider walking and cycling strategy network delivered through a regeneration of the town leading to increased work opportunities.</p> <p>Staff - this scheme will have no impact on staff.</p>

Mitigation	
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Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Being in a town, local facilities are within walking and cycling distance and have sufficient bus services so as not to require a motor vehicle for general use.
Mitigation	

Geographical Impact:East Hampshire

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: 00135

Date of production of EIA for publication: 28/03/2022