



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:	Hampshire Highways - Highway Network Recovery Strategy
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Highways Service
Description of the service/policy/project/project phase	The Highways Service delivers highway maintenance services in Hampshire, fulfilling the County Council's statutory duty as the Highway Authority
New/changed service/policy/project	The Highway Network Recovery Strategy sets out a long-term strategy for managing and maintaining the highway network in Hampshire in light of additional County Council funding, and also improving how highway maintenance is delivered.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.

Mitigation	
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Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.

Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The decision sought in this report will not reduce the scope of the service provided or have any impact on service users or individuals working on the service, so has been assessed as having a neutral impact on groups with protected characteristics.

Mitigation	
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Geographical Impact:All Hampshire

Equality Statement

Additional information:

None - the Highways service is delivered across all districts/areas of Hampshire

Overview Statement:

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

The Highway Network Recovery Strategy will not change the scope of the service provided or have any impact on the individuals working on the service or service users, so has been assessed as having a neutral impact on groups with protected characteristics. Approval is sought for service adjustments to accommodate current pressures and it is not anticipated that these proposals will have a direct impact on people with protected characteristics. Rather, they are intended to minimise disruption to all residents arising from the current challenges and to help maintain highway safety.

EIA reference number: 00234

Date of production of EIA for publication: 24/06/2022