



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:	A32 Farringdon-Chawton Flood Alleviation Scheme
Related EIAs:	EIA Number: EIA 99

EIA for Savings Programme:	No
Service affected	The A32 Highway traffic is disrupted by groundwater flows
Description of the service/policy/project/project phase	The A32 Farringdon-Chawton Flood Alleviation Scheme will reinstate watercourses and/or add new connections to convey surface water along the historic alignment of the (winterbourne) watercourse from the south (near the junction with Mary Lane), northwards, through Lower Farringdon and Chawton. The total scheme length is approximately 5km.
New/changed service/policy/project	The A32 Farringdon-Chawton Flood Alleviation Scheme aims to reduce the flood risk to both highway users, residents and the wider community

Engagement
<p>The current proposals have been developed in collaboration with the Environment Agency, East Hampshire District Council, Thames Water, Farringdon Parish Council and Chawton Parish Council (Multi Agency Group or MAG). A flooding presentation was given at the Parish Council AGM on work done to date and next steps in April 2016 and quarterly meetings have been held with the MAG since this time. Direct engagement with a number of impacted landowners or residents has been carried out to date and continues. A dedicated webpage to describe the key issues and the flood alleviation scheme is available on the Flood and Water Management Website.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral

Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Sexual Orientation

Impact on public	Neutral

Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.

Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	During construction it is anticipated that the scheme may cause disruption to residents, pedestrians and road users as access to playing fields, pavement and roads may be restricted. Works will be planned carefully to minimise any disruption caused. The overall impact of the scheme on this group is considered to be neutral.
Mitigation	

Geographical Impact: Basingstoke and Deane, 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:

The current proposals have been developed in collaboration with the Environment Agency, East Hampshire District Council, Thames Water, Farringdon Parish Council and Chawton Parish Council (Multi Agency Group or MAG). A flooding presentation was given to Parish at the Parish Council AGM on work done to date and next steps in April 2016 and quarterly meetings have been held with the MAG since this time. Direct engagement with a number of impacted landowners or residents has been carried out to date and continues. A dedicated webpage to describe the key issues and the flood alleviation scheme is available on the Flood and Water Management website.

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