



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
Katerina Anastasi	Senior Project Officer Economy, Transport and Environment	katerina.anastasi@hants.gov.uk Tel:03707 793579

Title:	PA: Portsmouth and South-East Hampshire Transforming Cities Fund Schemes Package 2 Elmleigh Road
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Transport Infrastructure
Description of the service/policy/project/project phase	Walking and cycling facilities between Havant College and the Havant railway station footbridge.
New/changed service/policy/project	An upgrade from the current staggered Pelican crossing facilities on Petersfield Road, to a Sparrow crossing, adding the facility for cyclists to cross Petersfield Road adjacent to the college; A new bi-directional segregated cycle track adjacent to a realigned improved footway, running from Petersfield Road crossing facility to the rail station footbridge along the northern kerbline of Elmleigh Road; A new raised parallel Tiger crossing facility on Elmleigh Road in the vicinity of the station access, providing a safe and convenient crossing for pedestrians and cyclists between the footbridge and the new footway and cycling facility; A pedestrian and cycle priority crossing across the Civic Centre Road junction to provide a continuous route; Closure of the eastern access to Elmleigh Road (spur) to provide continuous walking and cycling facilities allowing uninterrupted access to the crossing and segregated cycle route and footway; Works to narrow the entrance to Elmleigh Road at the roundabout to discourage the use of Elmleigh Road by HGVs accessing the New Lane industrial estate, reduce vehicle speeds entering Elmleigh Road and improve the informal pedestrian crossing.

Engagement
<p>An online digital engagement event was held during October 2021 for Councillors and key stakeholders including local businesses and community groups. Following the digital event, an online public engagement survey was launched which attracted 61 respondents. Separately 6 email/ letters from the public were received and 30 social media comments were received through the County Council's Facebook page.</p> <p>The scheme was well received by both County and Local Members who generally showed support for the proposals. Havant Borough Council support the scheme and the improvements to walking and cycling in the area.</p> <p>Following the engagement survey, amendments to the spur road have been carried out to enable</p>

construction of a wider shared use path between the parallel crossing and the base of the railway footbridge, providing a wider, continuous, safe facility for pedestrians, cyclists and disabled users.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>As the scheme encourages a modal shift to walking and cycling, it will benefit groups that are more likely to travel by these means such as older and younger people and women, and those who cannot afford or are unable to utilise private vehicles, 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.</p> <p>With the inclusion of the segregated cycle path and improvements to crossings this will improve journey safety for college age young adults (16yr - 21yrs) as the improvements fall directly outside the school and along the route used by the college. The safety improvements by widening of the footway and including the segregated cycle way will improve the infrastructure for disability groups as it will allow additional space within the footway for wheelchairs and mobility aids and improved surfaces at the crossings. Improved crossings will also allow adequate space for mobility users and push chairs to cross and allow sufficient time to do so before.</p>
Mitigation	

Disability

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Impact on public	Positive
Impact on staff	Neutral
Rationale	The safety improvements of widening of the footway and including the segregated cycle way will improve the infrastructure for disability groups as it will allow additional space within the footway for wheelchairs and mobility aids and improved surfaces at the crossings. Improved crossings will also allow adequate space for mobility users and push chairs to cross and allow sufficient time to do so before.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact identified. The scheme does not change the current level of benefits to this characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral

Rationale	<p>As the scheme encourages a modal shift to walking and cycling, it will benefit groups that are more likely to travel by these means such as older and younger people and women, and those who cannot afford or are unable to utilise private vehicles, 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.</p> <p>The safety improvements by widening of the footway and including the segregated cycle way will improve the infrastructure for disability groups as it will allow additional space within the footway for wheelchairs and mobility aids and improved surfaces at the crossings. Improved crossings will also allow adequate space for mobility users and push chairs to cross and allow sufficient time to do so before.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact identified. The scheme does not change the current level of benefits to this characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral

Rationale	No impact identified. The scheme does not change the current level of benefits to this characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact identified. The scheme does not change the current level of benefits to this characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact identified. The scheme does not change the current level of benefits to this characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact identified. The scheme does not change the current level of benefits to this characteristic.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	As the scheme encourages a modal shift to walking and cycling, it will benefit groups that are more likely to travel by these means such as older and younger people and women, and those who cannot afford or are unable to utilise private vehicles, 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	

Rurality

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	No impact identified. The scheme does not change the current level of benefits to this characteristic.
Mitigation	

Geographical Impact:Havant

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: 00265

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