

## 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:	Regional Transport Strategy
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Transport Planning and Policy
Description of the service/policy/project/project phase	Adoption of the Regional Transport Strategy (RTS), developed and consulted on by Transport for the South East (TfSE)
New/changed service/policy/project	The RTS provides regional context for the County Council's transport policies.

Engagement
Full consultation undertaken by TfSE during the Summer of 2025.

## Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p><b>TfSE undertook significant work to ensure that the RTS development reflected the views and input of a full range of groups with protected characteristics. This is outlined in more detail in the March Decision Day report.</b></p> <p><b>TfSE also produced an Integrated Impact Assessment that considers the impact of the Strategy. Any future schemes that come forward in Hampshire will be subject to an equality impact assessment. The Council's view will also be informed by the policies and priorities of the Hampshire Local Transport Plan, which itself has been the subject of a full assessment.</b></p>
Mitigation	

## Disability

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
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Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p><b>TfSE undertook significant work to ensure that the RTS development reflected the views and input of a full range of groups with protected characteristics. This is outlined in more detail in the March Decision Day report.</b></p> <p><b>TfSE also produced an Integrated Impact Assessment that considers the impact of the Strategy. Any future schemes that come forward in Hampshire will be subject to an equality impact assessment. The Council's view will also be informed by the policies and priorities of the Hampshire Local Transport Plan, which itself has been the subject of a full assessment.</b></p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p><b>TfSE undertook significant work to ensure that the RTS development reflected the views and input of a full range of groups with protected characteristics. This is outlined in more detail in the March Decision Day report.</b></p> <p><b>TfSE also produced an Integrated Impact Assessment that considers the impact of the Strategy. Any future schemes that come forward in Hampshire will be subject to an equality impact assessment. The Council's view will also be informed by the policies and priorities of the Hampshire Local Transport Plan, which itself has been the subject of a full assessment.</b></p>
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p><b>TfSE undertook significant work to ensure that the RTS development reflected the views and input of a full range of groups with protected characteristics. This is outlined in more detail in the March Decision Day report.</b></p> <p><b>TfSE also produced an Integrated Impact Assessment that considers the impact of the Strategy. Any future schemes that come forward in Hampshire will be subject to an equality impact assessment. The Council's view will also be informed by the policies and priorities of the Hampshire Local Transport Plan, which itself has been the subject of a full assessment.</b></p>
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
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	<b>policies and priorities of the Hampshire Local Transport Plan, which itself has been the subject of a full assessment.</b>
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p><b>TfSE undertook significant work to ensure that the RTS development reflected the views and input of a full range of groups with protected characteristics. This is outlined in more detail in the March Decision Day report.</b></p> <p><b>TfSE also produced an Integrated Impact Assessment that considers the impact of the Strategy. Any future schemes that come forward in Hampshire will be subject to an equality impact assessment. The Council's view will also be informed by the policies and priorities of the Hampshire Local Transport Plan, which itself has been the subject of a full assessment.</b></p>
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p><b>TfSE undertook significant work to ensure that the RTS development reflected the views and input of a full range of groups with protected characteristics. This is outlined in more detail in the March Decision Day report.</b></p> <p><b>TfSE also produced an Integrated Impact Assessment that considers the impact of the Strategy. Any future schemes that come forward in Hampshire will be subject to an equality impact assessment. The Council's view will also be informed by the policies and priorities of the Hampshire Local Transport Plan, which itself has been the subject of a full assessment.</b></p>
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p><b>TfSE undertook significant work to ensure that the RTS development reflected the views and input of a full range of</b></p>

**groups with protected characteristics. This is outlined in more detail in the March Decision Day report.**

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Mitigation

Geographical Impact: All Hampshire

## Equality Statement

Additional information:

None

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00946

Date of production of EIA for publication: 12/09/2025