

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
Ben Mitchell	Senior Transport Planner Hampshire 2050	ben.mitchell@hants.gov.uk

Title:	New Forest Local Cycling and Walking Infrastructure Plan
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Strategic planning of walking, wheeling and cycling infrastructure in the New Forest District Council area (excluding Waterside).
Description of the service/policy/project/project phase	The Local Cycling and Walking Infrastructure Plan for the New Forest (excluding Waterside) has been drafted and consulted on. It is now proposed for approval by the Executive Member for Hampshire 2050 and Corporate Services.
New/changed service/policy/project	The New Forest Local Cycling and Walking Infrastructure Plans are strategic documents that will be used to help plan improvements that can be made to the walking, wheeling and cycling infrastructure across the relevant districts. This Local Cycling and Walking Infrastructure Plan will form part of the transport policy for the New Forest and will help to support bids for delivery funding.

Engagement

Public consultation has been undertaken for the New Forest Local Cycling and Walking Infrastructure Plan. The feedback from the consultation was used to make amendments to the proposed walking and cycling networks and routes.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The New Forest Local Cycling and Walking Infrastructure Plan is considered to have a neutral impact on the protected characteristic of age, although the measures suggested within the Plan would benefit the elderly by making footways and cycleways easier and safer to use.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The New Forest Local Cycling and Walking Infrastructure Plan has a neutral impact with respect to disability, although it is possible that measures developed using the Plan could improve accessibility to the highway network for people with physical disabilities. Any proposed interventions have been developed with reference to the latest guidance, including considerations for those with physical or mental disabilities and impairments.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The New Forest LCWIP has a neutral impact on public and staff in relation to gender reassignment. The Local Cycling and Walking Infrastructure Plan considers the quality of the existing walking, wheeling and cycling network for all users' gender identity. Similarly, the Local Cycling and Walking Infrastructure Plan proposes suggested interventions that could deliver improvements for users.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on pregnancy and maternity resulting from the New Forest Local Cycling and Walking Infrastructure Plan is considered to be neutral, although there may be a minor positive impact from measures resulting from the Plan where those measures provide additional walking space for people with buggies.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The New Forest Local Cycling and Walking Infrastructure Plan has a neutral impact on the public and staff in relation race. The Local Cycling and Walking Infrastructure Plan considers the quality of the existing walking, wheeling and cycling network for all users, regardless of race. Similarly, the Local Cycling and Walking Infrastructure Plan proposes suggested interventions that could deliver improvements for users.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The New Forest Local Cycling and Walking Infrastructure Plan has a neutral impact on the public and staff in relation to religion or belief. The Local Cycling and Walking Infrastructure Plan considers the quality of the existing walking, wheeling and cycling network for all users, regardless of religion or belief. Similarly, the Local Cycling and Walking Infrastructure Plan proposes suggested interventions that could deliver improvements for users.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The New Forest Local Cycling and Walking Infrastructure Plan has a neutral impact on the public and staff in relation to sex. The Local Cycling and Walking Infrastructure Plan considers the quality of the existing walking, wheeling and cycling network for all users, regardless of sex. Similarly, the Local Cycling and Walking Infrastructure Plan proposes suggested interventions that could deliver improvements for users.
Mitigation	

Mitigation	
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Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The New Forest Local Cycling and Walking Infrastructure Plan has a neutral impact on the public and staff in relation to sexual orientation. The Local Cycling and Walking Infrastructure Plan considers the quality of the existing walking, wheeling and cycling network for all users, regardless of sexual orientation. Similarly, the Local Cycling and Walking Infrastructure Plan proposes suggested interventions that could deliver improvements for users.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The New Forest Local Cycling and Walking Infrastructure Plan has a neutral impact on the public and staff in relation to marriage and civil partnerships. The Local Cycling and Walking Infrastructure Plan considers the quality of the existing walking, wheeling and cycling network for all users, regardless of marital status. Similarly, the Local Cycling and Walking Infrastructure Plan proposes suggested interventions that could deliver improvements for users.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst the New Forest Local Cycling and Walking Infrastructure Plan provides a policy basis for improving relevant infrastructure, it does not deliver change itself. There is a potential impact with regard to poverty as delivery of the network identified in the Plan would provide increased mobility opportunities for those who cannot afford to run a car or use public transport.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst the New Forest Local Cycling and Walking Infrastructure Plan provides a policy basis for improving relevant infrastructure, it does not deliver change itself. There is a potential impact on the basis of rurality, given the Plan covers a predominantly rural area. Delivery of the proposals within the Plan would improve mobility options for rural communities.
Mitigation	

Geographical Impact: New Forest

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: 00928

Date of production of EIA for publication: 10/09/2025