

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:	Winchester City Local Cycling and Walking Infrastructure Plan
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Walking and Cycling routes in Winchester City.
Description of the service/policy/project/project phase	The Winchester City Local Cycling and Walking Infrastructure Plan provides the strategy for making improvements to walking and cycling infrastructure in the city of Winchester. The document has been prepared using the methodology recommended by the Department for Transport and is supplemented by Hampshire County Council's approach to stakeholder consultation and engagement.
New/changed service/policy/project	Having an approved Local Cycling and Walking Infrastructure Plan document for Winchester City will form a key part of the transport strategy for the city and help to support business cases for active travel funding.

Engagement
Hampshire County Council and Winchester City Council have been working collaboratively to develop the Winchester City Local Cycling and Walking

Infrastructure Plan. During the early stages of the development of the Local Cycling and Walking Infrastructure Plan, workshops were held with local stakeholders to gather their views on the current state of walking and cycling infrastructure across the city, and to understand where they would like to see improvements. The feedback from stakeholders was then used to develop a draft cycling network as well as core walking zones.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Although the the Local Cycling and Walking Infrastructure Plan does not deliver change itself, the measures identified in 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	Although the the Local Cycling and Walking Infrastructure Plan does not deliver change itself, the measures identified in the Plan would benefit wheelchair users or people with a mobility impairment.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their gender identity/ reassignment.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral

Rationale	Although the the Local Cycling and Walking Infrastructure Plan does not deliver change itself, the measures identified in the Plan would benefit pregnant women or people with young children by making footways and cycleways easier and safer to use, especially for those with young children in prams or buggies.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their race.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their religion or belief.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their sex.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are not likely to result in any impacts for people based on their sexual orientation.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	The proposals are not likely to result in any impacts for those who are married or in civil partnership.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Although the the Local Cycling and Walking Infrastructure Plan does not deliver change itself, a minor positive with regard to poverty has been identified 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	The proposals are not likely to result in any impacts for those who live in more rural areas as by its nature the proposals relate to the city area which is largely urban.
Mitigation	

Geographical Impact: Winchester

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: 00944

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