

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:	Hart Green Grid - Cove Road
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways and Transport- users of the highway at the A3013 Cove Road junction in Fleet.
Description of the service/policy/project/project phase	The project aims to create new footways on both sides of Cove Road (near to Southwood Lane) and an informal crossing point with tactile paving, enabling pedestrians to access the Fleet Pond Site of Special Scientific Interest (SSSI), Hartland Country Park, and Bramshot Farm Country Park.
New/changed service/policy/project	The proposal aims to enhance connectivity and safety by introducing new footways and an informal crossing.

Engagement
1. The scheme is supported by Councillor Collett who is the County Councillor for the area. Councillor Collett has previously raised concerns around sight lines to the right for drivers of vehicles leaving Southwood Lane, and this scheme should improve this.

2. The scheme is being promoted by Hart District Council through the Hart Green Grid and has political support.
3. Public engagement has not been undertaken on this scheme due to the small scale of the scheme, limited direct impact on residents and limited ability to make modifications to the scheme design.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme aims to enhance sustainable access to the district's green spaces by improving walking and cycling connectivity. The inclusion of new footways and an informal crossing, complete with tactile paving, serves to support the safe crossing of Cove Road. By prioritising ease of access, the scheme fosters a more enjoyable and inclusive environment for all visitors, notably children and elderly residents who frequently walk in their neighbourhoods.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Implementing new footways and an informal crossing will greatly improve accessibility for disabled individuals by providing safe, convenient routes for walking or wheeling, as well as designated crossing points. These enhancements will ensure seamless access to both sides of Cove Road, free from barriers or hazards.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is not expected that there will be any impact on this group from the proposal.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Improving pedestrian accessibility positively impacts pregnancy and maternity by enhancing safety, increasing mobility to enable pregnant women and new mothers to move more freely and comfortably, promoting better health outcomes, and supporting mental well-being. These improvements benefit not only pregnant women and new mothers but also contribute to a more inclusive community.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is not expected that there will be any impact on this group from the proposal.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is not expected that there will be any impact on this group from the proposal.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is not expected that there will be any impact on this group from the proposal.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is not expected that there will be any impact on this group from the proposal.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is not expected that there will be any impact on this group from the proposal.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme provides improved facilities for lower cost travel options.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	It is not expected that there will be any impact on this group from the proposal.
Mitigation	

Geographical Impact:Hart

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: 00905

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