

## 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
Catherine Sydenham	Senior Project Officer Universal Services	catherine.sydenham@hants.gov.uk

Title:	Boorley Green Traffic Management Measures CMS 2893
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways infrastructure.
Description of the service/policy/project/project phase	The scheme aims to implement a series of small-scale interventions across the village of Boorley Green to reduce vehicle speeds, introduce more crossing points and encourage walking and cycling in the village.
New/changed service/policy/project	The interventions include: Three buildouts on Maddoxford Lane that narrow the carriageway width and create points where drivers must give way to one another. Two of these feature uncontrolled crossings. Tightening the junction of Maddoxford Lane and Winchester Road to reduce the crossing distance. Relocating the uncontrolled crossing at the Pear Tree bus stops. Tactile paving at the junction of Winchester Road and Oatlands Road. Three pinch points on Oatlands Road to reduce vehicle speeds and deter inappropriate use.

Engagement

Public engagement was carried out in December 2023. This was an open engagement where the proposed scheme was presented online and at an in-person event. An online survey was available to capture feedback from the public. The survey received 408 responses. Most of the measures had a majority of support from the public. One measure did not have enough support and has therefore been removed from the scheme. Local groups and organisations with a potential interest in the project were contacted directly to be made aware of the engagement.

Botley Parish Council, Eastleigh Borough Council and the local Hampshire County Councillor (Councillor Kyrle) were all engaged throughout the scheme development.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	By providing better crossing points, shortening crossing distances and lowering vehicle speeds, the scheme will have a positive impact on mobility and accessibility for older age groups and will benefit all users.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	There is a positive impact on the protected characteristic of disability through implementing tactile paving where it is missing and providing more dropped kerb crossing points, the scheme will have a positive impact on accessibility for users with a disability. Pinch points further reduce vehicle speeds and improve pedestrian visibility, which enhances safety for those with mobility, sensory or cognitive impairments.
Mitigation	

### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	There is a neutral impact on the protected characteristic of gender reassignment.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of pregnancy and maternity.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of race.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of religion or belief characteristic.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of sex.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of sexual orientation.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of marriage and civil partnership characteristic.
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme has a positive impact on poverty, as the scheme encourages active travel and will improve movement around the village for those without access to a private vehicle.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not located in a rural area so there is a neutral impact on this characteristic.
Mitigation	

## Geographical Impact:Eastleigh

## 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: 00906

Date of production of EIA for publication: 30/04/2026