

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:	North Baddesley Recreation Ground Cycle Route Scheme
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Transport Infrastructure
Description of the service/policy/project/project phase	Extension of existing off road cycle provision from Romsey to Chandlers Ford and Eastleigh.
New/changed service/policy/project	This scheme will provide an off-road shared use path alternative route for cyclists and pedestrians through North Baddesley Recreation Ground to meet existing segregated cycleway off A27 Botley Road. It will provide safer onward travel along the existing shared use path running parallel to the carriageway along Castle Lane to Chandlers Ford and Eastleigh.

Engagement
An area wide study was carried out at feasibility stage to determine the community's aspirations. Further discussions with North Baddesley Parish Council (NBPC) and the local County Councillor (Councillor Dowden) narrowed down the number of

options. These options progressed to a public consultation. It was agreed not to progress a Shared Use Path (SUP) on the southern side of the road from Firgrove Road up to Castle Lane mainly due to width restrictions. Further investigative work by Hampshire County Council was undertaken to understand the feasibility and cost of relocating statutory undertakings. When the scheme passed through Gateway 2 it was decided to provide a new SUP from the existing toucan crossing on Nutburn Road to the entrance to the recreation ground, then a new SUP through the recreation ground to meet with the existing segregated facility (which would also be upgraded to a SUP). Higher than anticipated costings during detailed design meant the scheme was continued excluding the SUP on Nutburn Road. No further consultation with the public is required. Ongoing engagement with Councillor Dowden and NBPC is to be continued through the project lifecycle.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Enhancements to cycling and active travel infrastructure benefit both younger and older residents in several ways:</p> <p>Children and Young People</p> <ul style="list-style-type: none"> • Safer travel routes reduce reliance on motor vehicles and enable independent access to school, leisure spaces and community facilities. • Improved physical activity levels support healthier development and long-term wellbeing. • Traffic-free or low-traffic routes reduce the risk of road-related collisions. <p>Older Adults</p> <ul style="list-style-type: none"> • Accessible, well-designed paths support lower-intensity physical activity, encouraging mobility and reducing isolation. • Improved links to recreation areas create opportunities for social engagement, walking and cycling groups, and inter-generational activities. • Reduced traffic dominance and better crossing points increase confidence in walking and cycling, especially for those less comfortable in high-traffic environments. <p>Overall, the scheme promotes active travel participation across all age groups and supports healthier living and social connectivity and is likely to have a positive impact on reducing inequalities for this protected characteristic. The provision of a new high-quality cycle facility will enable an increase in the use of cycling for local journeys in the area, particularly for those road users who are young or less confident or older members of the community. Increased</p>

	walking and cycling may also contribute to improved physical health. Improved access to the public recreation amenities within the recreation ground will also bring health and wellbeing benefits to all ages.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>An inclusive active travel route offers significant benefits for people with mobility, sensory, cognitive and hidden disabilities:</p> <ul style="list-style-type: none"> • Wider, smoother, step-free paths improve accessibility for wheelchair users, mobility scooters, adapted cycles, trikes and hand-cycles. • Clear surfacing, markings and sightlines support people with visual impairments and reduce trip hazards. • Reduced interaction with motor traffic minimises stress and risk for people with cognitive impairments or anxiety-related conditions. • Better lighting and wayfinding improves safety and usability for disabled users who may require enhanced environmental clarity. • Inclusive design principles help to ensure disabled cyclists and mobility-aid users are fully accommodated rather than dissuaded. <p>This supports more independent travel and broadened access to open green space. It will encourage disabled cyclists to commute more as inaccessible cycle infrastructure is one of the biggest barriers to cycling. The improved infrastructure delivered by this scheme such as the high-quality path will benefit those with disabilities, particularly those with mobility impairments that require mobility aids, such as wheelchairs and walking canes. Improved access to the public recreation amenities within the recreation ground will also bring health and wellbeing benefits to all users.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances so the impact is considered to be neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new infrastructure will support users with pushchairs and buggies by providing an improved route through the recreation ground with a high-quality surface and also providing better access to the public amenities within the area such as the sports facilities and play areas.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances so the impact is considered to be neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances so the impact is considered to be neutral.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances so the impact is considered to be neutral.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances so the impact is considered to be neutral.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances so the impact is considered to be neutral.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Residents on low incomes face more constraints in accessing transport, services, and recreation. The scheme has several positive impacts:</p> <ul style="list-style-type: none">• Cycling is a low-cost mode of transport, and improved infrastructure reduces financial barriers to accessing employment, education and essential services.• Free access to high-quality public space promotes health improvements that disproportionately benefit low-income households with limited leisure options.• Safer active travel routes reduce the need for car ownership, fuel costs and transport fares.• Enhanced access to community assets (parks, schools, shops, health facilities) supports social mobility and reduces isolation.• Improved safety for school travel can reduce travel costs for families and support regular attendance. <p>In short, the scheme enables affordable, reliable, and safe transport options for residents who may experience financial disadvantage. The scheme encourages active travel and will improve movement for those without access to a private vehicle, who may therefore be more likely to cycle. Improved access to the public recreation amenities within the recreation ground will also bring health and wellbeing benefits to all users.</p>

Mitigation	
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Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>North Baddesley has distinct rural characteristics, and improved active travel infrastructure can help address common challenges:</p> <ul style="list-style-type: none"> • Enhanced connectivity between residential areas, recreation grounds and neighbouring settlements improves access where public transport is limited. • Reduced car dependency, which is often higher in rural locations due to the lack of alternatives. • Better links to green space support physical and mental health, particularly valuable in rural communities where distances can be greater. • Improved safety on rural roads, where cycling can be intimidating due to higher vehicle speeds and limited footways. • Strengthened community cohesion by enabling more local journeys without a vehicle and encouraging social use of shared spaces. <p>The scheme effectively improves rural accessibility and resilience while supporting more sustainable travel patterns.</p>
Mitigation	

Geographical Impact: Test Valley

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: 00951

Date of production of EIA for publication: 27/04/2026