

## 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:	Hampshire Lane Rental Scheme
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways service
Description of the service/policy/project/project phase	The goal of the Hampshire Lane Rental scheme is to reduce traffic disruption on Hampshire’s busy road network, by providing financial incentives for works promoters to carefully plan and execute their works on public roads so that they cause minimum disruption to the travelling public.
New/changed service/policy/project	Highly traffic sensitive routes and strategic routes are selected as part of the Lane Rental scheme, and anyone working on these routes would pay a daily charge. These charges can be discounted or avoided by working outside of peak times, by working using innovative methods that reduce disruption or by working collaboratively with other contractors. Funds raised by the scheme pay for the administration of the scheme. Any surplus can then be used to fund highway maintenance and schemes or research that alleviates traffic congestion.

Engagement
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A formal consultation has been undertaken from the 21<sup>st</sup> July to the 29<sup>th</sup> August In accordance with statutory regulations the following stakeholders were consulted;

- All works promoters that, to the knowledge of the authority, carry out street works in its area
- Any Highway authority (other than the street authority) and every district council in whose area any street on which the proposed scheme is intended to apply is situated
- The passenger transport executive in whose area the proposed scheme would operate
- Any neighbouring highway authority or combined authority
- The emergency services operating within the area of the proposed scheme
- The relevant regulatory authorities, including Ofgem, Ofwat, Ofcom and the Health and Safety Executive
- Any authority that has registered an interest in receiving copies of permit applications for any of the streets to which the proposed lane rental scheme applies (if applicable)
- Representative bodies for road users, including representatives of disabled people
- Representatives of transport operators and the wider business community
- The Heat Network Zoning Authority (Central Authority) – the body being established by the Department for Energy Security and Net Zero (DESNZ) to oversee the roll-out of heat network zoning policy in the UK
- The DfT
- Any person(s), bodies or groups who have made a written request to the highway authority developing the scheme asking to be consulted

## Equalities considerations - Impact Assessment

### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of age.
Mitigation	

### Disability

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of disability.
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of gender reassignment.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of pregnancy and maternity.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of race.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of religion or belief.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of sex.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of sexual orientation.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of marriage & civil partnership.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of poverty.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme sets out to reduce the impact of road and street works on the travelling public (vehicular and pedestrian). Accordingly there is a neutral impact on the characteristic of rurality.
Mitigation	

Geographical Impact:All Hampshire

## Equality Statement

### Additional information:

Hampshire County Council's Lane Rental Scheme will only be applied to routes that are strategically important (to access transport hubs or areas of economic importance) or routes that are already heavily trafficked and where works on that route is likely to cause significant congestion.

### 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: 00964

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