

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:	CMS 3942 Upper Street Junction Improvements
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Upper Street/Albert Street junctions fleet. Including footway and carriageway construction/improvement.
Description of the service/policy/project/project phase	The project will look to make pedestrian and junction improvements along Upper Street/Albert Street, Fleet.
New/changed service/policy/project	The project will look to make pedestrian and junction improvements along Upper Street/Albert Street, Fleet. The project will make safety improvements in the area by constructing raised carriageway junctions and improved crossing points.

Engagement
Subject to implementation of the one-way system on an experimental basis, Councillor Forster and Councillor Parker are content to support the scheme.

The local Fire Station has been consulted to ensure changes to traffic flow and the introduction of the raised tables would not prevent their activities. The Fire Station has confirmed they are happy with the scheme.

Local businesses affected by the works have been engaged with as part of detailed design. They are content with the proposal and support the safety measures being introduced.

The proposed scheme has been shared with Fleet Town Council and no issues were raised.

Formal consultation will be undertaken as part of the Traffic Regulation Order process.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme will impact positively on age as it will provide better pedestrian access opportunities for all ages. Encouraging and making a more inviting and safe walking environment for children and older generations.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme provides improved crossings, shortened crossing distances, additional tactile paving.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	A positive impact has been identified due to ease of crossing and movement with pushchairs and young children, due to safer crossing opportunities.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Geographical Impact:Rushmoor

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: 00968

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