

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:	Sandy Lane Pedestrian Improvements
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Highway
Description of the service/policy/project/project phase	Promote sustainable travel by improving facilities for pedestrians.
New/changed service/policy/project	Upgrade existing crossing point on Sandy Lane to a zebra crossing with road narrowing into Oakwood.

Engagement
As part of the S106 agreement for the Queen Elizabeth Barracks (QEB) development a steering group was set up to advise on priorities for funding. This crossing was identified by the steering group as a clear priority, supported by councillors at parish, district and county level. The proposed location and design approach has been reviewed by the division councillor who supports the project. Updates have been shared with the QEB steering group.

Public engagement has taken place via the formal Road Traffic Regulation Act 1984 notice procedure for a zebra crossing. Prior to construction a letter will be sent to local residents and businesses referring them to the scheme webpage where future updates will be made available.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposal is between a primary and secondary school, and is heavily used by schoolchildren. The new crossings will improve their safety and allow them to cross the street more easily.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The zebra crossing will provide an enhanced facility for disabled people who may require extra time to cross the road or have difficulty assessing safe gaps in traffic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
Mitigation	

Poverty

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all, but do not have a significant negative or positive impact on this characteristic.
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: 00978

Date of production of EIA for publication: 03/12/2025