

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:	Reading Road South Zebra Crossings
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Highway.
Description of the service/policy/project/project phase	Provide pedestrian priority and safety improvements to the public highway.
New/changed service/policy/project	The addition of two zebra crossings on Reading Road South, Fleet. One of these will be near the junction with Velmead Road, the second near the junction with Florence Road. There will also be an upgrade of tactile kerbing and realignment of the Florence Road junction.

Engagement
1. 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. Community engagement to date has been through the QEB steering group, which has representatives of Church Crookham Parish Council, Hart

District Council and Hampshire County Council. The group are supportive of the project and specifically requested it was considered as part of the overall programme of works in relation to QEB.

2. This scheme is supported by the Hampshire County Council Councillor for the area (Cllr Parker).
3. Public engagement has taken place via the formal Road Traffic Regulation Act 1984 notice procedure for a zebra crossing. The scheme webpage will continue to provide updates and prior to construction a letter will be sent to stakeholders including local residents and businesses.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposals for the two zebra crossings will enable easier active travel and easier crossing of Reading Road South at more convenient points for older persons and people with mobility issues. This will also aid in the safer crossing of children, especially around school times.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The two crossings will provide at-grade and level facilities which will assist people with disabilities to cross the road safely, and at more convenient points along Reading Road South.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all but no particular impacts have been identified for this characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The introduction of the two zebra crossings on Reading Road South will improve active-travel journeys for people experiencing pregnancy and maternity.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all but no particular impacts have been identified for this characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all but no particular impacts have been identified for this characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all but no particular impacts have been identified for this characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all but no particular impacts have been identified for this characteristic.

Mitigation	
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Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all but no particular impacts have been identified for this characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all but no particular impacts have been identified for this characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Improvements are provided for all but no particular impacts have been identified for this characteristic.
Mitigation	

Geographical Impact:Hart

Equality Statement

Additional information:

The two crossings will provide improved access to facilities, locations, and enable more active travel. There are no negative effects environmentally or arboriculturally, and this will provide a safer way to cross the road.

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: 00981

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