Hampshire County Council

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:	A27 Brook Lane Zebra Crossings Sarisbury Green
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Hampshire Highway Network.
Description of the service/policy/project/project phase	Changes to the Hampshire highway network, specifically improvements to Brook Lane in Fareham.
New/changed service/policy/project	The provision of two new zebra crossings on Brook Lane along with associated traffic management measures to reduce traffic speeds on the road and create a more pleasant and safe environment for pedestrians.

Engagement
Statutory public consultation as required by legislation running between 10th October - 7th November 2025. Scheme webpage arranged - A27 Brook Lane Improvements | Transport and roads | Hampshire County Council

Discussions with managers of key destinations (Community Hospital, Brook Lane GP Surgery, Royal Mail Delivery Office). Engagement with District and County Councillors.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	New crossings will make conditions safer for pedestrians, and will include facilities for mobility impaired such as dropped kerbs. Zebra crossings and associated traffic management measures will reduce speeds on Brook Lane making for a safer and more pleasant environment for pedestrians.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	New crossings will include facilities for wheelchairs such as dropped kerbs. A new informal crossing with dropped kerbs is being installed on the Hospital Access road.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this characteristic is expected as a result of this scheme.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The zebra crossings will improve walking for people with buggies/prams.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this characteristic is expected as a result of this scheme.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this characteristic is expected as a result of this scheme.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this characteristic is expected as a result of this scheme.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this characteristic is expected as a result of this scheme.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact on this characteristic is expected as a result of this scheme.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	Making it safer and more pleasant for pedestrians to walk to key destinations such as the Community Hospital, GP Surgery and Royal Mail Delivery Office will improve access for those without access to a car.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The location is predominantly urban in nature. No impact on this characteristic is expected as a result of this scheme.
Mitigation	

Geographical Impact:Fareham

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: 01019

Date of production of EIA for publication: 12/01/2026