

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
Daniel Gorst	Project Officer Universal Services	daniel.gorst@hants.gov.uk

Title:	Popley Accessibility Improvements - Sherborne Road Crossing
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Highway and Travel Infrastructure.
Description of the service/policy/project/project phase	The scheme includes the construction of a puffin crossing on Sherborne Road, near the junction of Oakridge Road in Basingstoke. The proposal also considers a section of footpath widening from the puffin crossing up to Oakridge School. Currently there is an uncontrolled crossing point, featuring dropped kerbs and tactile paving however the proposal of a puffin crossing would provide improved facility for pedestrians to cross Sherborne Road during peak travel times.
New/changed service/policy/project	The installation of a puffin crossing across Sherborne Road in place of the current uncontrolled crossing point. The project features a section of footway widening from the crossing up to Oakridge School.

Engagement

Local County Council members Kim Taylor and Jacky Tustain have been consulted and confirmed support of the project.

The Headteacher at Oakridge School confirmed continued support for the project. In January 2024 parents at Oakridge Infant and Junior schools were invited to provide feedback as to what barriers they and their children face on the journey to school. The crossing point at Sherborne Road emerged as a key issue.

Between 12th November and 10th December, there has been a public advertisement of the crossing as part of the statutory consultation process. As part of this process, Hampshire Constabulary were consulted and provided no objections to the scheme.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Scheme will be of benefit for all age groups who are likely to travel locally on foot. The controlled crossing will improve the safety of pedestrians (especially children) travelling to and from Oakridge School.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	A controlled crossing point will improve accessibility for all crossing Sherborne Road. It will improve safety and provide confidence to those crossing the road at peak times during the day. The scheme aims to make it easier to safely cross at all times of the day.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme will remain neutral for this group of people.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The crossing once implemented will make it easier for parents/carers with young children in pushchairs to safely cross Sherborne Road. The provision of an improved crossing facility will improve local accessibility.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme will remain neutral for this group of people.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme will remain neutral for this group of people.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme will remain neutral for this group of people.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme will remain neutral for this group of people.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The impact of the scheme will remain neutral for this group of people.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme has a positive impact on poverty, as the scheme encourages active travel and will improve movement for those without access to a private vehicle. This scheme may have a benefit in providing a cost effective means (i.e. walking) in getting to places locally, it will link the wider walking strategy network.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme will remain neutral for this group of people.
Mitigation	

Geographical Impact: Basingstoke and Deane

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: 01023

Date of production of EIA for publication: 29/01/2026