

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:	Fareham and Gosport Transport Strategy
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	This EIA is for the Fareham and Gosport Transport Strategy, a document that sets out the priorities for investment in transport across the two boroughs up to 2050. The strategy formed part of a consultation by the County Council to obtain public feedback on the proposals.
Description of the service/policy/project/project phase	A draft of the strategy was consulted on for a six week period up to 21st December 2025 to obtain feedback on the proposals. The strategy is being considered at the Executive Member for Highways and Passenger Transport decision day in March 2026 to seek approval of the strategy.
New/changed service/policy/project	The strategy considered the opportunities and challenges for transport in Gosport and Fareham to establish an evidence base for the strategy. A vision has been set out to determine what the strategy is aiming to achieve, and this has informed defining themes of broad focus areas. Within each theme, an action plan sets out proposed interventions to achieve the over-arching vision.

The action plan will be used to inform future funding opportunities, identifying where and how funding should be spent.

Engagement

Public engagement on the strategy took place for a six week period, closing on December 21st 2025. It was open to all members of the public, and specific stakeholders and interested groups have been invited to respond. An online questionnaire was used to capture feedback. The responses were used to inform and update the strategy.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy promotes active travel (walking and cycling) and improved public transport, which benefits older people by reducing reliance on driving and improving access to healthcare and town centres. For younger people, safer walking and cycling routes, as well as school travel initiatives, encourage independence and physical activity.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy has a strong emphasis on accessibility. Proposed schemes include step-free access at Portchester and Swanwick rail stations, improved pedestrian crossings replacing subways, mobility hubs with inclusive facilities, and wayfinding upgrades. The strategy explicitly includes 'wheeling' (wheelchairs/mobility scooters) in walking definitions, ensuring inclusive design.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The strategy does not specifically reference gender identity, but proposed improvements to public realm, lighting, and safer walking and cycling routes indirectly support personal security for all users. There are no differential impacts on gender reassignment identified in the proposals.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Proposed improvements such as safer pedestrian environments, wider footways, and improved crossings reduce risks for pregnant individuals. Mobility hubs and better bus/ferry access support those travelling with prams or young children. The active travel initiatives also promote healthier lifestyles during and after pregnancy.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy does not identify race-specific measures or propose anything that would specifically impact on any particular racial group. The strategy aims for universal accessibility and equitable transport options.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There are no direct impact on religious practices or access to places of worship in the strategy. Improved transport connectivity and walking routes benefit all faith groups equally.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	Women are statistically more likely to rely on public transport and walking. The strategy's focus on safer, well-lit walking routes, mobility hubs, and improved bus reliability addresses safety

	concerns and supports equitable access for women in particular. This is not at the expense of any other sex.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy has no direct relevance to sexual orientation. The transport improvements apply equally to all users regardless of sexual orientation.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The identified transport improvements do not affect marital status or related benefits. Access to services and employment is equally available regardless of relationship status.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy explicitly recognises deprivation in parts of Gosport and Fareham and prioritises investment in sustainable transport options to improve access to employment, education, and healthcare. Measures such as enhanced bus services, mobility hubs, and improved walking/cycling infrastructure aim to reduce transport-related inequalities and social exclusion.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy addresses connectivity challenges by improving links between smaller settlements and town centres through enhanced rail service frequency, access to rail stations, mobility hubs, and active travel corridors. This reduces isolation and improves access to services for rural residents.
Mitigation	

Geographical Impact:Fareham, Gosport

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: 01025

Date of production of EIA for publication: 18/02/2026