

## 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.

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Title:	Eastleigh Transport Strategy
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	This EIA is for the Eastleigh Transport Strategy, a document that sets out the priorities for investment in transport across the borough up to 2050.
Description of the service/policy/project/project phase	A draft of the strategy has been published to the public, and a public consultation has been completed to obtain feedback on the proposals. The strategy is being considered at the Executive Member for Highways and Passenger Transport decision day to seek approval.
New/changed service/policy/project	The strategy considered the opportunities and challenges for transport in Eastleigh to establish an evidence base for the strategy. The strategy also seeks to inform the Eastleigh Local Plan and has considered the policy background. An action plan of proposed transport schemes is included. The action plan will be used to inform future funding opportunities, identifying where and how funding should be spent.

Engagement
Workshops have been held with local transport stakeholders, local area committees and officers from Hampshire County Council and Eastleigh Borough Council. These identified key challenges and provided feedback that helped to shape the focus of the strategy.
A public consultation on the draft strategy was held between 01.09.25 and 12.10.25. Responses were obtained via an online feedback form and via email. 43 responses were received. Due to the low response rate, the responses were treated as indicative of public sentiment, rather than representative.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy promotes active travel (walking, cycling, wheeling) and safer streets, which benefits all age groups. For older residents, improved crossings, mobility hubs, and reduced traffic speeds increases safety and independence. For younger people, school travel plans and safer routes encourage commuting by active travel and reduce road danger.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Accessibility is explicitly addressed through “wheeling” routes, dropped kerbs, tactile paving, and improved footbridges. Mobility hubs and better public transport integration support disabled residents. These measures reduce physical barriers and enhance independence for people with mobility, sensory, or cognitive impairments.
Mitigation	

### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	The strategy does not include specific measures for trans or non-binary individuals, but all interventions (public transport, active travel, safety improvements) are inclusive and non-discriminatory. No disproportionate impacts identified.
Mitigation	

## Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Safer walking routes, improved crossings, and enhanced public realm benefit pregnant individuals and parents with prams. Reduced traffic speeds and better lighting improve safety and comfort for those travelling with young children.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The strategy applies equally across all communities. No differential impacts from language or cultural considerations are likely, but inclusive engagement during implementation will be important to ensure minority ethnic groups are not excluded from consultation or benefits.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No measures restrict access to places of worship or religious practices. Infrastructure improvements are location-based and do not interfere with religious observance.
Mitigation	

## Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	Women are statistically more likely to make shorter trips and use bus services more, so improvements in active travel and bus services may disproportionately benefit them. Safety measures (lighting, crossings, speed reduction) also address concerns often raised by women regarding personal security.
Mitigation	

Mitigation	
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## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No direct impact identified. The strategy is inclusive and does not create disproportional impacts based on sexual orientation.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Transport improvements do not relate to marital status. Access to services and infrastructure is unaffected by relationship status, so no differential impact is expected.
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The benefits from more affordable and reliable buses, cycle hire, placemaking and active travel infrastructure will have a positive impact on those living in poverty. The strategy aims to reduce dependence on private vehicles, therefore improving access to community facilities for those without access to a private vehicle.
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy will address connectivity challenges for the more rural settlements in Eastleigh through improved bus services, improved cycle links between settlements and station travel hubs.
Mitigation	

## Geographical Impact:Eastleigh

## 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: 01033

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