

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:	A30 Basingstoke Cycle Route
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Highway
Description of the service/policy/project/project phase	Improve the environment for walking and cycling in Basingstoke between Brighton Hill and Winchester Roundabout.
New/changed service/policy/project	Installation of an at grade parallel crossing, a signalised crossing, providing a segregated cycle path, in filling the subways.

Engagement
Prior engagement activities, including surveys and stakeholder consultations, were undertaken to inform the initial design of the scheme. In response to the feedback received, the design has been revised to better reflect stakeholder input and align with the identified priorities. Due to the reduced timescales required to progress the scheme to Gateway 3 (G3) and enter into an Early Contractor Involvement (ECI) contract, formal briefings will be scheduled following Gateway 2 (G2). These briefings will target relevant members and stakeholders ahead of the decision day to

ensure continued engagement and transparency. Councillors were previously briefed during the early stages of the preliminary design process, provided comments, and have demonstrated support for the scheme's objectives.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	By providing an at grade crossing of the Ringway, this will make it much easier for people to cross and reduce the severance impact, especially younger and older individuals with limited mobility. The segregated cycle path (replacing the current shared use path) will also reduce conflict, particularly for individuals who may be less aware of the need to share (such as children) or who are less able to move quickly (such as the more elderly).
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The at grade crossing point will make it easier for people with mobility issues to travel into the town centre by providing an easier crossing point, avoiding the gradients associated with the existing subways.
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 at grade crossing of the Ringway will provide a more accessible crossing point which will be easier to navigate with buggies / young children.
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	High rates of deprivation can be seen in Brighton Hill and western / central Basingstoke. Accessibility improvements will be particularly beneficial to those with a greater reliance on walking and cycling as a means of travel.
Mitigation	

Rurality

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

Geographical Impact: Basingstoke and Deane

Equality Statement

Additional information:

The scheme will have a particular benefit given the high rates of deprivation. In many parts of Brighton Hill and South Ham, there are higher numbers of households with no access to private vehicles, meaning greater reliance on walking and cycling as a means of travel; this scheme will provide an important active travel corridor for people to use to access the town centre.

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: 01034

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