

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:	Queen Elizabeth Barracks Public Rights of Way, Church Crookham
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Hampshire County Council Countryside Service
Description of the service/policy/project/project phase	The Queen Elizabeth Barracks Public Rights of Way scheme aims to improve connectivity between existing residential areas to the east of Hareshill and centred on Crookham Road, the new Hareshill development, and local schools by upgrading key Public Rights of Way, specifically Footpaths 502, 503, and 7b. These routes currently suffer from poor conditions, including unsurfaced paths, inadequate drainage and a lack of lighting that makes them difficult to use during adverse weather. The project will deliver a 2.5-metre-wide all-weather surface suitable for pedestrians and cyclists alongside lighting improvements to enhance safety and usability throughout the year.
New/changed service/policy/project	The scheme addresses several critical issues. At present, the poor state of these paths limits safe and convenient access for families, schoolchildren, and vulnerable users, forcing reliance on car travel for short journeys. This contributes to congestion, emissions and reduced opportunities for active travel.

By creating a high-quality accessible route, the project will provide a safe and sustainable alternative, supporting healthier lifestyles and reducing transport costs for residents. It also resolves connectivity gaps by linking the new housing developments at Hareshill directly to schools and local amenities.

Engagement

Hampshire County Council carried out a consultation on local walking and cycling routes as part of the development of the LCWIP for Hart. The LCWIP for Hart was later approved by the Executive Lead Member for Transport and Environment Services in 2024.

Further consultation took place with Hareshill Development with respect to their Planning Application. This ensured the upgrade of PRow Footpath 502 formed part of the planning application for the development, and a requirement of that development was to ensure suitable access from the site to local facilities. The planning application went through the usual formal consultation process.

Consultation continues with Crookham Village Parish Council. The Parish Council was approached by the County Council requesting an extension to the Hareshill upgrade works to deliver a long-held aspiration to create a fully surfaced route from Swan Way to Baker Way. A site visit was conducted, and liaison continues. Through consultation both Councillor Stephen Parker and Councillor Steve Forster have both supported the programme of works.

In 2011 the Fleet Town Access Plan (TAP) was published which set out the transport strategy for Fleet and the surrounding areas of Church Crookham, Elvetham Heath and Ancells Farm. The Fleet TAP sought to provide a vision for improved accessibility for the area which could be used to inform future development plans and guide applications for transport infrastructure funding. At the time of preparing the Fleet TAP, Local Transport Plan 2 was the County Council's countywide transport strategy, with LTP3 adopted later in 2011, following the publication of the Fleet TAP.

A steering group was set up and chaired by Hart District Council to advise on the S106 contributions from the Queen Elizabeth Barracks (QEB) site. This project has been reviewed by the group as part of a series of upgrades to walking and cycling links between the development and the local school. The route will provide an additional walking and cycling link to all three schools.

As part of the S106 agreement for the QEB development, Hart District Council was required to establish a steering group of local representatives to make recommendations to the County Council regarding allocations of the developer contributions. The steering group comprises representatives of the County Council, District Council and Church Crookham Parish Council. The steering group has been meeting since 2015, with the County Council taking due consideration of the steering group's views before committing expenditure of the QEB developer contributions.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
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Impact on staff	Positive
Rationale	Positive impact on age as the widened pathway with tarmac surface will improve access for elderly users with mobility scooters or walking aids and provide a safe active travel route for all ages.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	Positive impact due to the wider pathway with tarmac surface, which will deliver improved accessibility for mobility scooters and wheelchair
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Positive
Rationale	This route's surface improvements will mean that it is more suitable for buggies and pushchairs due to the hard surface
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group.
Mitigation	

Religion or Belief

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The improved path will provide an alternative option of travel, meaning local residents will be able to walk or cycle into Fleet rather than get the bus or drive therefore potentially reducing the cost of travel.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Positive
Rationale	The improved routes provide better links to the town with its many amenities.
Mitigation	

Geographical Impact:Hart

Equality Statement

Additional information:

The routes are currently Public Rights of Way and are maintained by the County Council Countryside Access Team. The team will continue to maintain the route following the improvement work. The current routes are designated as footpaths and as such only carry pedestrian rights. The improved routes will be designated as bridleways so will be open to pedestrians, cyclists and equestrians.

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: 01037

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