

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:	CMS 3876 Hambledon Road walking and cycling improvements phase one
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Pedestrian crossing and footway across the Milton Road arm of the Hambledon Road roundabout, Waterlooville, Havant.
Description of the service/policy/project/project phase	The proposed scheme improves connectivity for pedestrians and cyclists on the corridor from Waterlooville town centre towards Denmead. This is the first phase in a series of schemes to provide an off-carriageway or quiet street route along Hambledon Road.
New/changed service/policy/project	An improved access from Aston Road into the Hambledon Road service road, separating pedestrians from cyclists. Improved wayfinding (signage) from Hambledon Road service road into the Brambles Business and Retail Parks using the recently installed toucan crossing south of Milton Road roundabout. Upgraded segregated pedestrian and cycle route between the north end of the Hambledon Road service road and Milton Road. A new tiger (parallel pedestrian and cycle) crossing of Milton Road at the roundabout. A new shared route

between this new tiger crossing and the existing signalised crossing of Hambledon Road, north of the Milton Road roundabout. It also facilitates future phases of the scheme being completed.

Engagement

No engagement has been carried out due to the small scale of the scheme and there being little that the public can influence in terms of scheme design. The local member expressed support and has not questioned the lack of engagement.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The improved crossing will provide more visibility and priority for users of all age groups, increasing safety. The elderly will benefit from having a crossing which forces traffic to stop, as well as a footway that links more directly and accessibly to the puffin crossing.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The crossing will provide improved accessibility for disabled users, allowing them to cross in a safer manner.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact has been identified on this Protected Characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral

Rationale	The scheme will enable those with pushchairs to cross the road in a safer manner.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact has been identified on this Protected Characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact has been identified on this Protected Characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact has been identified on this Protected Characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact has been identified on this Protected Characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact has been identified on this Protected Characteristic.
Mitigation	

Poverty

Impact on public	Positive
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Impact on staff	Neutral
Rationale	The scheme is improving infrastructure for non-motorised users, meaning access to local facilities is improved for those who may not have access to a private vehicle due to their income.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is located in an urban context and therefore has no impact on rurality.
Mitigation	

Geographical Impact:Havant

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: 01055

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