Hampshire County Council

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
Lucy Whittington	Project Officer Universal Services	lucy.whittington@hants.gov.uk

Title:	3951 Kingsclere Road Crossing
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Kingsclere Road in Basingstoke.
Description of the service/policy/project/project phase	The Chapel Hill development comprises over 600 new homes, located south of Kingsclere Road and less than 1 km from Basingstoke railway station and the town centre. The transport assessment for the planning application identified the need for a formal crossing over Kingsclere Road to improve accessibility for pedestrians and cyclists between the development and the wider South View area, including local schools and shops.
New/changed service/policy/project	Construction of a new parallel crossing to upgrade the existing informal crossing near the Lancaster Road junction; and installing new buildouts to narrow the carriageway on approaches to the crossing, reducing vehicle speeds. The crossing point will link the quiet-way routes within the development and the shared-use facility on the south side of Kingsclere Road (delivered under s278 agreement) with the quiet-way routes on the north side of Kingsclere Road.

Engagement
Public consultation went out for 28 days to advertise the crossing, there were no comments received, either positive or negative. The emergency services have also been consulted, along with Hampshire County Council Councillors and Basingstoke and Deane Councillors.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme is designed to enhance pedestrian and cyclist accessibility. It should be of particular benefit to all age groups who are likely to travel locally on foot or bicycle, including those with mobility issues. Any increase in walking and cycling should also result in health benefits, and over time a reduction in car use will improve air quality.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	A positive impact would be experienced by people with disabilities, mobility issues and wheelchair users as the environment will be safer and easier to navigate, due to the new crossing and a decrease in road speeds. The crossing should improve accessibility by improving the facility to enable them to cross the road.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no impact on the gender reassignment category from the implementation of this scheme.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	A potential positive impact on those in the group that may use pushchairs and buggies, through the new crossing and traffic calming measures, making navigation easier. The crossing should improve accessibility by improving the facility to enable them to cross the road.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no impact on the race category from the implementation of this scheme.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no impact on the religion or belief category from the implementation of this scheme.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no impact on the sex category from the implementation of this scheme.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no impact on the sexual orientation category from the implementation of this scheme.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no impact on the marriage and civil partnership category from the implementation of this scheme.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme has a positive impact on poverty, as the scheme encourages active travel and will improve movement for those without access to a private vehicle. This scheme may have a benefit in providing a cost effective means (i.e. walking) in getting to places locally, it will link the wider walking and cycling strategy network.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	There may be a slight chance that the scheme provides a positive impact for those living rurally, as the crossing will link the wider walking and cycling strategy network, which in turn may connect those who live in the more rural parts of Basingstoke to the town centre and the main train station for onward journeys.
Mitigation	

Geographical Impact:Basingstoke and Deane

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: 01063

Date of production of EIA for publication: 29/01/2026