

## 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
Matthew Ward	Senior Project Officer Universal Services	matthew.ward@hants.gov.uk

Title:	PA: Havant Footbridge Replacement Stage 2 – Construction
Related EIAs:	EIA Number: EIA 764
EIA for Savings Programme:	No
Service affected	Highway infrastructure.
Description of the service/policy/project/project phase	Replacement of the existing old footbridge and ramps over the railway adjacent to Havant Station.
New/changed service/policy/project	The existing footbridge and ramps will be removed and replaced. The new footbridge will be wider with shallower ramps meeting current standards.

Engagement
Collaboration will continue with Havant Borough Council, Network Rail and South Western Railway throughout the duration of the scheme.
Regular engagement and updates are in place with Councillor Bowerman. Local Councillors, residents and businesses will continue to be kept informed as the scheme

progresses. A webpage has been live since early contractor involvement with regular updates and a link for questions.

Hampshire County Council and Havant Borough Council communications teams are in regular contact, and updates will continue to be released in the run up to construction. Information will be released via social media posts and direct to local papers and radio stations, particularly in advance of closure of the footbridge and night time possessions.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new footbridge will provide a gentler gradient with landing/resting platforms at regular intervals, helping older users. It also provides a safe crossing for children who otherwise would be forced to walk along busy main roads to cross the railway.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new footbridge will improve journey quality for mobility scooters and will be inclusive for all types of cycles and cyclists including those cycles used as mobility aids.
Mitigation	

### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

### Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new footbridge will improve journey quality for pushchair users.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

Mitigation	
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## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact of the scheme on this protected characteristic was found to be neutral.
Mitigation	

## Geographical Impact:Havant

## Equality Statement

### Additional information:

New ramps will be shallower than the existing ones and will have resting platforms at regular intervals. This, combined with the fact that the ramps and footbridge will be wider, will make it much easier for people to use, particularly those who may have mobility difficulties.

### 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: 01094

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