

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:	Waterlooville Town Centre Public Realm
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Waterlooville town centre highway construction and high street infrastructure.
Description of the service/policy/project/project phase	The improvements to Waterlooville town centre will improve the healthy streets score, aesthetic and pedestrian friendly atmosphere for users.
New/changed service/policy/project	It is proposed that new street furniture, including planters and benches be constructed with new landscaping proposals. Revised paving materials will be implemented.

Engagement
Havant Borough Council, as scheme founder and funder, have carried out extensive stakeholder and public engagement which provided five options to the public to vote on to help shape the final scheme proposal. The scheme is highly supported locally by the public and Councillors.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	There will be a positive impact on age as the scheme provides new resting points in the town centre, giving those with mobility challenges such as the elderly a place to sit.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Those with disabilities will be positively affected by the scheme as the new infrastructure provides a single level and spread out street furniture approach which is interactive with wheel chairs.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact, either positive or negative, will be made on the gender-reassignment characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme will have a positive impact on the protected characteristic of pregnancy and maternity as the overall area is pushchair accessible and rest areas will be provided throughout it.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact, either positive or negative, will be made on the race characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact, either positive or negative, will be made on the religion or belief characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact, either positive or negative, will be made on the sex characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact, either positive or negative, will be made on the sexual orientation characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact, either positive or negative, will be made on the marriage and civil partnership characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral

Rationale	No impact, either positive or negative, will be made on the poverty characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact, either positive or negative, will be made on the rurality characteristic.
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: 01119

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