

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:	Project Appraisal: Five Lanes Junction (Four Marks) – Pedestrian Access Improvements
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Highway and travel infrastructure in Four Marks.
Description of the service/policy/project/project phase	The scheme seeks to provide improved pedestrian facilities between Four Marks CE Primary School and the residential areas of Four Marks to the north. The objective of the scheme is to provide more pedestrian space in the area outside the school and to improve highway drainage to improve pedestrian comfort and road safety. The scheme enables active travel for local journeys—particularly journeys to and from school—and supports the outcomes of Hampshire’s Local Transport Plan 4.
New/changed service/policy/project	This scheme will deliver pedestrian improvements on Kitwood Road through provision of wider footways. It will also improve pedestrian provision at the Five Lanes junction (Hawthorn Road, Kitwood Road, Alton Lane, Lymington Bottom, Gradwell Lane), with footway improvements around the Kitwood Road crossing point and drainage improvements at the junction to better

manage surface water and reduce the frequency and severity of events where pedestrians need to walk through areas of carriageway ponding on the route to school/nursery.

Engagement

Engagement has been carried out with Four Marks CE Primary School and the local Members from the Parish, District and County Council. The scheme will have positive impacts - no further public engagement has been done during scheme development and this is considered proportionate to the scale, nature and potential impacts of the proposed changes.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme will be of benefit for all age groups who are likely to travel locally on foot, especially members of the school community travelling to and from Four Marks Primary School. Increased walking and cycling may also contribute to improved public health.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme will improve road safety and make it easier for people crossing the road, particularly in adverse weather conditions which may have a particularly significant impact on people who have mobility issues. It will also provide more footway space which will benefit people who use mobility aids. Some temporary disruption to road users and local residents within this protected characteristic group may be expected during construction. All works and traffic management measures will be carefully planned to minimise inconvenience and maintain safe access for all users.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme will provide more footway space and thereby make it easier for parents/carers with young children, particularly those with pushchairs, to use the footways, especially during peak times. The scheme will also make it easier to cross the road during wet weather conditions, to the benefit of those with young children or using pushchairs.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
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 will have a benefit in providing a cost effective means (i.e. walking) in getting to places locally.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire

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:

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