

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:	Transport Planning and Scheme Development 2026/27 Programme and Local Transport Delivery Plan
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Integrated Transport
Description of the service/policy/project/project phase	The report is for noting the Integrated Transport schemes and strategies programme for 26/27 and agreeing to the submission of the Local Transport Delivery Plan (LTDP) to Government.
New/changed service/policy/project	The Decision Report is to note the programme for 2026/27. The formal decisions around programme development, prioritisation and spend are covered under separate decisions with their own equalities impact assessment. Submission of the LTDP is a requirement of Government for the County Council to receive funding as part of business as usual receiving of grants.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Geographical Impact:All 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:

The 26/27 programme of transport planning and scheme development is a requirement of the Local Transport Plan (LTP4) which had a full Equalities Impact Assessment (EIA) completed. Each individual project will have an assessment of equality considerations as part of the Gateway process. Any schemes progressing to delivery will have an EIA considered as part of the Project Appraisal.

The Local Transport Delivery Plan is a blending together of the revenue and capital aspects of scheme development and delivery and is essentially a representation of them both as one programme and as such the contents of the Local Transport Delivery Plan have largely been approved via the Capital Programme Decision Day reports or under the officer Scheme of Authorisation.

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