

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:	Minley Road Accessibility Improvements Farnborough
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Minley Road, Farnborough
Description of the service/policy/project/project phase	Accessibility on Minley Road is currently limited, and it is unsafe for pedestrians to cross this busy road. Many children cross this road daily to attend the nearby Cove Infant, Junior and Senior schools.
New/changed service/policy/project	The proposed scheme will seek to introduce a Puffin Signal controlled pedestrian crossing on Minley Road as well as improved uncontrolled pedestrian facilities on St Johns Road. In addition, some elements of existing footway on Minley Road will be removed in order to provide a new section of footway which will link to the new proposed Puffin crossing point.

Engagement
An online consultation survey was undertaken which involved Cove Infant, Junior and Senior schools. The schools were supportive of the proposals.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposals will assist children and older individuals in crossing Minley Road to access the local schools and amenities. The scheme will provide improved pedestrian facilities, linking to existing dropped kerb crossings, which will benefit all users particularly the elderly and children. Any increase in walking or cycling should result in health benefits.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The provision of the improved network will provide a safer and more usable facility for users who have a disability. It should be of benefit for all who are likely to travel locally. The scheme will provide improved footway facilities linking to crossing points, with dropped kerbs. The improved footway facilities will offer more accessible routes for individuals with disabilities, including wheelchair users and those with mobility impairments.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals will not have any impact on this protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral

Rationale	The new infrastructure will support users with pushchairs and buggies by providing a wider, resurfaced path at least 2m wide.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals will not have any impact on this protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals will not have any impact on this protected characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals will not have any impact on this protected characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals will not have any impact on this protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals will not have any impact on this protected characteristic.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	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 and cycling) in getting to places locally, it will link the wider walking and cycling strategy network.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals will not have any impact on this protected characteristic.
Mitigation	

Geographical Impact: Rushmoor

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: 01159

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