

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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	Universal Services	

Title:	Update to Highways Asset Management Policy
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways Asset Management
Description of the service/policy/project/project phase	The County Council recognises the importance of effective highway asset management as a core element in delivering its highway services. The Highways Asset Management Policy establishes Hampshire County Council's commitment to a structured and consistent asset management approach across highway services, providing strategic direction for the effective management of highway assets and supporting the delivery of corporate aims and objectives.
New/changed service/policy/project	The policy was last updated in February 2022, prior to the adoption of Hampshire County Council's Strategic Plan 2025–2028 and Local Transport Plan 4. Consequently, a review and update of the policy was required to ensure alignment with the Strategic Plan's revised priorities and the guiding principles and desired outcomes of the Local Transport Plan. The format of the policy has

been amended and the policy updated to reflect the revised corporate vision, but the core principles and content remain largely unchanged.

Engagement

None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

Impact on public	-
Impact on staff	-
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 proposed update to the Highways Asset Management Policy is not expected to have any adverse impact on individuals or groups who share a protected characteristic under the Equality Act 2010. The policy sets out the strategic principles, governance arrangements and asset management objectives that guide the management and maintenance of Hampshire's highway assets and does not alter eligibility for services, access arrangements, or specific maintenance interventions affecting any particular community or protected group. The policy promotes an evidence-based, risk-based and inclusive approach to highway asset management and supports the provision of a safe, accessible and resilient highway network for all users. It is therefore considered that the policy update is neutral in its impact across all protected characteristics. The update does not create differential impacts, increase barriers to access, or reduce opportunities for any protected group.

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