

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:	Southern Water SuDS Partnership – Fareham Pilot Phase 2b (Southampton Road and Serpentine Road)
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways infrastructure.
Description of the service/policy/project/project phase	To deliver Phase 2b of the Hampshire County Council / Southern Water Sustainable Urban Drainage (SuDS) pilot scheme, on Southampton Road and Serpentine Road in Fareham.
New/changed service/policy/project	The scheme will construct new raingardens in the form of kerbed build-out features with a significant below ground attenuation system to store water close to source and limit discharge into the combined sewer system, to reduce risk of flood events and pollution incidents during significant rainfall events. Specifically, the scheme will provide: 1) A new raingarden within a narrowed section of carriageway at eastern end of Southampton Road near the junction with A32 Wickham Road, including changes to the adjacent footway 2) A new raingarden at the eastern end of Serpentine Road near to the junction with the

A32 3) Two temporary priority build-out features to test the positioning and traffic impact of two potential additional raingardens under a future scheme.

Engagement

No engagement has been undertaken during the design phase, as the permanent impact of the changes on road users and adjacent properties is not expected to be significant. Hampshire County Council's engineers have ensured that the key risks of parking, road safety and access impacts are not affected. Some users may be impacted during the works, and engagement will be carried out with directly affected properties to provide information and contact details if further discussion/assistance is required.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The permanent scheme is not expected to have a significant impact on this protected characteristic. The construction works traffic management has potential to create issues for some older or younger users - for example in the case of footway closures, however this is mitigated through provision of alternative routes and utilising suitable signage and ramps in accordance with highway traffic management standards.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The permanent scheme is not expected to have a significant impact on this protected characteristic. The construction works traffic management has potential to create issues for some road users - for example in the case of footway closures, however this is mitigated through provision of alternative routes and utilising suitable signage and ramps in accordance with highway traffic management standards.
Mitigation	

Gender Reassignment

Impact on public	Neutral

Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of gender reassignment.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The permanent scheme is not expected to have a significant impact on this protected characteristic. The construction works traffic management has potential to create issues for some road users - for example in the case of footway closures, however this is mitigated through provision of alternative routes and utilising suitable signage and ramps in accordance with highway traffic management standards.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of race.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of religion or belief.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of sex.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral

Rationale	There is a neutral impact on the protected characteristic of sexual orientation.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the protected characteristic of marriage and civil partnership.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the characteristic of poverty .
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is a neutral impact on the characteristic of rurality.
Mitigation	

Geographical Impact:Fareham

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: 01188

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