

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:	Kings Barton – Road Humps and Traffic Regulation Orders
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Safer Roads and Parking
Description of the service/policy/project/project phase	The first phase of traffic regulation orders required to implement the approved highway arrangements for the Kings Barton development.
New/changed service/policy/project	The scheme comprises road closures, speed limit changes, parking restrictions and raised tables required to implement the approved highway strategy for the Kings Barton development. The measures are intended to accommodate development-related traffic, improve road safety, manage vehicle movements and support walking, wheeling and cycling.

Engagement
The wider Kings Barton highway strategy was considered through the planning process and subsequent review work. The proposed Traffic Regulation Orders and

raised tables have also been subject to separate statutory consultation and public advertisement, with all representations received considered before reaching a decision.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposals are expected to benefit children and older people through lower traffic speeds, improved crossing opportunities and a safer environment for walking, wheeling and cycling. These measures may increase confidence when travelling within the area and reduce the risk of collisions involving vulnerable road users.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme is expected to improve accessibility and safety for many disabled people by reducing vehicle speeds and providing improved crossing opportunities. However, some disabled people, including those with mobility impairments, chronic pain conditions or sensory sensitivities, may experience discomfort when travelling over raised tables by car, taxi or bus. The raised tables have been designed in accordance with current standards to minimise these impacts. Overall, the benefits are considered to outweigh any adverse impacts.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impacts have been identified. The proposals are not expected to affect people differently on the basis of gender reassignment.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Reduced traffic speeds and improved crossing opportunities may improve safety and accessibility for people who are pregnant or travelling with infants and young children, including those using pushchairs.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impacts have been identified. The proposals affect the operation of the highway network and are not expected to impact people differently on the basis of race.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impacts have been identified. The proposals do not affect access to places of worship or the ability to practise a religion or belief.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No evidence has been identified that the proposals would disproportionately affect people based on sex. The measures will apply equally to all highway users.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impacts have been identified. The proposals are not expected to affect people differently on the basis of sexual orientation.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impacts have been identified. The proposals are not expected to affect people differently on the basis of marriage or civil partnership status.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals are intended to improve road safety and support walking, wheeling, cycling and public transport use within the Kings Barton development. These measures may particularly benefit those on lower incomes who are more likely to rely on active travel and public transport for access to employment, education, services and community facilities. Whilst changes to traffic patterns may result in some minor increases in journey times for motorists, no disproportionate adverse impacts on people experiencing poverty or financial hardship have been identified.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposals may alter traffic patterns within the surrounding highway network and concerns have been raised regarding the potential for increased traffic on routes serving nearby communities. These matters have been considered through the planning process and subsequent review work. Whilst some redistribution of traffic may occur, the Highway Authority is satisfied that the network can accommodate forecast traffic movements and no disproportionate impact on rural communities has been identified.
Mitigation	

Geographical Impact: Winchester

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: 01192

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