

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:	Hayling Billy Phase 2
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Hampshire County Council Countryside Service - Hayling Billy Trail
Description of the service/policy/project/project phase	Hampshire County Council Countryside Southern Sites Team maintain and manage the Hayling Billy Trail to ensure the public can use the site safely, sticking to the existing coastal path. In addition, Hampshire County Council is responsible for the habitat management of many species of wildlife, including critical protection of over wintering coastal birds. Being a Special Protection Area, Special Area of Conservation, Site of Special Scientific Interest and Ramsar site of Wetland International Importance it is important that this site is maintained.
New/changed service/policy/project	The Hayling Billy Trail is a disused rail line linking the centre of Havant to the south of Hayling Island, now used by walkers, cyclists and horse-riders. Apart from some shared-use pavement at/near the bridge to the mainland, it is off-road, on a wide track with an unsealed surface. It forms part of the long-distance Shipwrights Way from Farnham to Portsmouth and National Cycle Route 2

(NCN2) Cycle Route which will eventually link Dover to Cornwall along the south coast. Improvements are proposed to make an existing leisure route managed by Countryside Services, safer for a variety of user groups. The surface is to be tarmac with a surface bonded with coxwell gravel to match the existing surface conditions. The County Council will provide a safe off-road cycle/walking/wheelchair route. The total length of works is approximately 1100m for this phase that starts at the southern end of the trail.

Engagement

For the previous phase of works in 2025, Hampshire County Council carried out a consultation as part of the development of the Local Cycling and Walking Infrastructure Plan for Havant, including the Hayling Billy route, in September and October 2021. The Local Cycling and Walking Infrastructure Plan for Havant was later approved by the Executive Lead Member for Transport and Environment Services on 7 November 2022.

Havant Borough Council and Hampshire County Council worked in collaboration on the development of the previous scheme, and public engagement events were held by Havant Borough Council on behalf of the County Council to show the scheme details, receive feedback and answer questions. It is envisaged that this level of engagement would be repeated for this phase of works.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Positive impact on age as the widened pathway with tarmac surface will improve access for elderly users with mobility scooters or walking aids and provide a safe active travel route for all ages.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Positive impact due to the wider pathway with tarmac surface, which will deliver improved accessibility for mobility scooters and wheelchairs
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	This route's surface improvements will mean that it is more suitable for buggies and pushchairs along the 1100m that will be surfaced as part of this phase.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group..
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group..
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group..
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group..
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be a neutral impact on this protected characteristic group..
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The improved path will provide an alternative option of travel, meaning residents of Hayling could walk or cycle into Havant rather than get the bus or drive therefore potentially reducing the cost of travel.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	This route improves a link from Hayling Island to Havant which is a town with many amenities.
Mitigation	

Geographical Impact:Havant

Equality Statement

Additional information:

There are no rights of way for cycling or horse-riding on Hayling Island and so the Hayling Billy, along with a permissive East-West route along the south seafront, provides valuable off-road access for these users. It is a very pleasant route to use, offering wide views across the water and extensive wildlife sightings, particularly in the winter. As such the route is a very popular year-round leisure route for residents and the many visitors who holiday on Hayling Island.

Utility use is also important: the route links the population of Hayling Island to the shops, services and employment in Havant. From the south of the island Havant is a return cycle ride of 10 miles.

The improvements proposed will have a generally positive or neutral impact on the accessibility and ease of using the pathway whilst considering the natural habitat.

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: 01203

Date of production of EIA for publication: 25/08/2026