

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:	Highways – Five-Year Maintenance Strategy 2027-2032
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Highways (Commissioning and Delivery)
Description of the service/policy/project/project phase	Hampshire’s highway network is a critical public asset that supports safe movement, economic activity, access to services and the everyday lives of residents and businesses. The scale of the current maintenance challenge means that continuing with short-term, reactive approaches alone will not be sufficient to stabilise the network or meet rising public expectations. A planned, preventative and evidence-led five-year approach is therefore essential if the County Council is to arrest decline and secure better long-term value from available funding.
New/changed service/policy/project	To set out a proposed five-year prioritised strategic plan to deliver a step change in the condition, resilience and customer experience of Hampshire’s highway network, building on the County Council’s existing and robust asset

management approach and responding to the rapidly growing maintenance backlog, increasing weather impacts and public expectations.

Engagement

None

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact is anticipated on this protective characteristic group.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no impact anticipated on this characteristic group.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no impact anticipated on this characteristic group.
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:

EIA reference number: 01233

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