Hampshire County Council

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
Matthew Cheal	Head of Engineering Services Universal Services	matthew.cheal@hants.gov.uk

Title:	Southern Water SuDS Partnership - Pilot (Phase 1 Westborn Road)
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Hampshire Engineering Services.
Description of the service/policy/project/project phase	To deliver the Sustainable Urban Drainage (SuDS) pilot scheme in Fareham comprising grassed buildouts within the road. SuDS help mitigate flood risk by slowing and storing water. They can provide wider benefits to communities, such as improving biodiversity and streetscapes.
New/changed service/policy/project	The new green buildout features will be added to three residential streets in Fareham: Westborn Road, Southampton Road, and Serpentine Road. The first phase (Westborn Road) of the pilot scheme is programmed for delivery October / November and the second phase (Southampton Road / Serpentine Road) is programmed for the Spring.

Engagement

Southern Water will consult residents on the three streets that will receive the build out. Hampshire County Council's engineers have ensured that the key risks of parking and road safety are not affected.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the age characteristic.
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the disability characteristic.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the gender reassignment characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the pregnancy & maternity characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the race characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the religion or belief characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the sex characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the sexual orientation characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the marriage and civil partnership characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The green build outs in the three streets in Fareham have no impact on the poverty characteristic.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The green build outs in the three streets in Fareham have no impact on the rurality characteristic.
Mitigation	

Geographical Impact:Fareham

Equality Statement

Additional information:

Southern Water will engage residents of the three streets in August / September 2025. Hampshire County Council's engineers have ensured that the key risks of parking and road safety are not affected.

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: 00918

Date of production of EIA for publication: 10/10/2025