

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:	Allbrook Hill Accessibility Improvements
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Highway and Travel Infrastructure.
Description of the service/policy/project/project phase	Proposals are to construct pedestrian facilities around the Allbrook Way roundabout with a new uncontrolled crossing over Twyford Road. The proposal includes a shared use footway along the verge around the southeastern side of the roundabout between Allbrook Hill and Twyford Road. This will link the Woodside Avenue shared use footpath to Allbrook Hill by way of a new uncontrolled crossing across the roundabout splitter island. There would then be a point for cyclists to rejoin the carriageway, where visibility is clear, and speed is reduced to ensure safety when rejoining. The verge that the footway is on is well trampled showing a desire line that isn't being catered for. Scheme is funded by Section 106 contributions.
New/changed service/policy/project	The installation of uncontrolled crossing point across to island and grass verge on Twyford Road. Along the desire line of the trampled verge, a shared use footpath will be installed, leading onto Allbrook Hill where cyclists will reach

the 30mph point to rejoin the carriageway of Allbrook Hill. This provides a missing link in the existing pedestrian and cycle network, to encourage and enable increased use of sustainable transport modes in accordance with Hampshire County Council's Local Transport Plan 4 priorities.

Engagement

The local County Council member has been briefed on the project and confirmed their support.

Allbrook Parish Council has been updated during the development of the design and is in support of the scheme.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The scheme proposes local improvements from Twyford Road along the desire line of the trampled grass verge to Allbrook Hill.</p> <p>It should be of benefit for all age groups who are likely to travel locally on foot and bicycle. The scheme will provide improved pedestrian and cycle facilities and crossing points, with dropped kerbs and reduced crossing distances, which will benefit all users particularly elderly and children. Any increase in walking or cycling should result in health benefits. The scheme provides the facility to the missing link in the existing pedestrian and cycle network, to encourage and enable increased use of sustainable transport modes in accordance with Hampshire County Council's Local Transport Plan 4 priorities.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The provision of the improved network and crossing facilities, accompanied by reduced traffic speeds will provide a safer and more usable facility for users who have a disability. It should be of benefit for all who are likely to travel locally. The scheme will provide improved footway facilities and crossing points, with dropped kerbs and reduced crossing distances.</p> <p>The improved footway and crossing facilities will offer more accessible routes for individuals with disabilities, including wheelchair users and those with mobility impairments.</p>

Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new infrastructure will support users with pushchairs and buggies by providing a wider, resurfaced path and a new crossing point.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.

Mitigation	
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Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The scheme has a positive impact on poverty, as the scheme encourages active travel and will improve movement for those without access to a private vehicle.</p> <p>This scheme may have a benefit in providing a cost effective means (i.e. walking and cycling) in getting to places locally, it will link the wider walking and cycling strategy network.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Impact of the project will remain neutral for this group of people.
Mitigation	

Geographical Impact:Eastleigh

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: 00959

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