

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
David Jowsey	Scheme Development Transport Manager	
	Hampshire 2050	

Title:	Andover Western Avenue Preferred Option
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Changes to the highway layout on Western Avenue, Andover - in association with Test Valley regeneration aspirations for the town centre.
Description of the service/policy/project/project phase	Test Valley Borough Council request to make changes to the highway to enable their proposals to create a new linear park in Andover. The new park is key to the Borough’s regeneration and economic growth aspirations within the Andover Town Centre masterplan.
New/changed service/policy/project	It is proposed a change in highway layout to to create a new linear park. The existing southbound highway between West Street and Waterloo Court will be stopped-up and the highway rights extinguished to create a new park in this space. The existing northbound carriageway will be converted into two-way working. In addition the other highway changes are required to facilitate this: a. New signalised junction between Western Avenue and West Street b. New priority junction between Western Avenue and Waterloo Court c. Bus priority

lanes on Western Avenue between West Street and Folly Roundabout d. Creation of a north-south dedicated and segregated cycle route along Western Avenue to the west of the River Anton e. Re-configuration of the bus station so buses can turn-around in the bus station forecourt f. Conversion of West Street to two-way working to provide access and egress to the bus station, Lidl car park, Chantry Centre service areas and local residents in Portland Grove

Engagement

1. The scheme promoter is Test Valley Borough Council and they have been leading on engagement and consultation.
2. Significant public consultation led by Test Valley Borough Council has taken place in conjunction with the Andover Vision in the production of the masterplan. The Andover masterplan was developed following extensive community engagement with Andoverians. A survey undertaken as part of this received over 3000 responses with a 97% positive support for the improvement plans.
3. Direct stakeholder engagement has been undertaken through the development of the concept design, optioneering and feasibility design. This has included the local bus operator Stagecoach, Sustrans who oversee the National Cycle Network which passes along Western Avenue, and local landowners.
4. In addition, Southern Water are undertaking their own project to enhance the chalk stream habitat on the River Anton, which passes through the middle of the Western Avenue gyratory. Southern Water are part of the wider Western Avenue project team and together with Test Valley have led on engagement with the Environment Agency and other statutory bodies.
5. Test Valley Borough Council are intending to undertake direct stakeholder engagement with impacted local residents and businesses. Wider engagement will also take place as part of the Andover Vision.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The scheme will result in a net positive improvement to access and accessibility within the town centre as a result of the improvements. More greenspace for local residents and particularly those without a car of which in the town centre a high proportion are elderly. The changes to bus services may result in minor increase in journey time impacting those who use buses of which the young and older members of society are frequent customers however on balance the benefits outweigh negative impacts.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Enhanced public realm, new seating and level access associated with the new park will benefit those less able to walk. No impact on existing mobility bus services. Potentially some impact from changes to taxi but these are low compared to the benefits elsewhere in the scheme.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact expected on this protected characteristic and therefore a neutral impact.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact expected on this protected characteristic and therefore a neutral impact.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact expected on this protected characteristic and therefore a neutral impact.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact expected on this protected characteristic and therefore a neutral impact.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No net impact expected on this protected characteristic and therefore a neutral impact. There will be a minor negative impact for women, who are statistically more likely to use buses and therefore experience a slight increase in journey times. However, it is thought this will be offset by the benefits of more vibrant, improved, and safer public space.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact expected on this protected characteristic and therefore a neutral impact.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No impact expected on this protected characteristic and therefore a neutral impact.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	Town centre enhancements are likely to result in greater breadth of services in the local main centre which will benefit people on low incomes. A range of job opportunities particularly in retail and service sector will be indirectly created which may present increased opportunity for employment.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	

	Enhancement to the main urban centre leading to regeneration will enable Andover to better serve a wide rural catchment area, which in turn will reduce the need to travel further for retail and other opportunities.
Mitigation	

Geographical Impact:Test Valley

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: 00669

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