



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:	Transport Proposals Supporting Economic Development in Andover
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Policy position to support significant highways changes in Andover in relation to the Andover Town Centre Masterplan.
Description of the service/policy/project/project phase	Test Valley Borough Council has set out it's aspirations for the regeneration and economic development of Andover Town Centre in the Andover Town Centre Masterplan and Hampshire County Council as the local Highway Authority is in a position to facilitate these objectives or not. In order to facilitate the Masterplan significant changes are needed to the existing highway, including the reallocation of road space to achieve the placemaking and regeneration objectives. A policy statement is therefore needed from Hampshire County Council as Highways Authority ahead of the adoption of LTP4.
New/changed service/policy/project	The Andover Town Centre Masterplan proposals for regeneration of Andover town centre propose significant changes to the highway, including the reallocation of road space for alternative placemaking uses to support economic development. A policy position is therefore proposed to support the principle of reallocating road space in Andover town centre to support delivery of the masterplan.

Engagement
None

Equalities considerations - Impact Assessment

Age

Impact on public	-
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Impact on staff	-
Rationale	
Mitigation	

Disability

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Gender Reassignment

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Pregnancy and Maternity

Impact on public	-
Impact on staff	-

Rationale	
Mitigation	

Race

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Religion or Belief

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sex

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Sexual Orientation

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Marriage and Civil Partnership

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Poverty

Impact on public	-
Impact on staff	-
Rationale	
Mitigation	

Rurality

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Impact on public	-
Impact on staff	-
Rationale	
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:

A policy position to support the principles set out in the Andover Town Centre Masterplan is proposed and does not have a direct impact on residents at this stage. Therefore, it has been assessed as having a neutral impact on groups with protected characteristics.

EIA reference number: 00296

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