

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:	Project Appraisal: Eastern Andover Active Travel Improvements
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Public Highway and travel infrastructure in Andover.
Description of the service/policy/project/project phase	The scheme seeks to provide improved pedestrian and cycle provision between Andover town centre, and the areas of new residential development to the east, including Picket Twenty. The route follows London Road, Batchelors Barn Road and Acre Path. The objective of the scheme is to increase both the proportion and total number of walking and cycling trips between the town centre and the eastern residential areas. By linking with existing east–west walking and cycling routes around the London Road corridor, the scheme will help create a coherent and connected active travel network.
New/changed service/policy/project	This scheme will deliver a high quality walking and cycling route connecting new developments to the east of Andover with the town centre, the railway station, local schools and surrounding neighbourhoods. Its purpose is to enable more local journeys to be made on foot or by bicycle. The scheme focuses on improving pedestrian and cycle facilities at key junctions along the corridor—

primarily Acre Path, Batchelors Barn Road and London Road—to provide better connectivity and continuity between existing active travel infrastructure. The scheme supports sustainable transport for local journeys. It aligns with the outcomes of Hampshire County Council’s Local Transport Plan (LTP4), contributing to a carbon neutral and resilient Hampshire by encouraging fewer car trips. Funding has been secured through Section 106 developer contributions from nearby developments, specifically to improve walking and cycling routes between these new communities and the town centre.

Engagement

Local County Council and Borough Council Members have been briefed on the scheme. Test Valley Borough Council has been engaged during scheme development. Statutory consultation will take place on traffic order changes prior to construction. Public notification of raised table in carriageway will be undertaken prior to construction. Project stakeholders will be kept up to date during the delivery of the project, and all properties directly affected by the works will be contacted by letter to provide information on the project and contact information. The scheme webpage will be updated regularly during the construction period.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme will benefit all age groups by improving pedestrian and cycle facilities, including dropped kerbs and reduced crossing distances. These enhancements are particularly advantageous for older adults and children. Increased walking and cycling may also contribute to improved public health.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The improved footway and crossing facilities will offer more accessible routes for individuals with disabilities, including wheelchair users and those with mobility impairments. Some temporary disruption to road users and local residents within this protected characteristic group may be expected during construction. All works and traffic management measures will be carefully planned to minimise inconvenience and maintain safe access for all users.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
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	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme is not expected to have a significant impact on people within this protected characteristic group.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The scheme encourages active travel and will provide improved transport options for those without access to a private vehicle.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The scheme encourages active travel and will improve movement for those without access to a private vehicle.
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: 01068

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