



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: | Hampshire Bus Service Improvement Plan |
| Related EIAs: | EIA Number: Bus Back Better - National Bus Strategy |
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| EIA for Savings Programme: | No |
| Service affected | Local bus services in Hampshire |
| Description of the service/policy/project/project phase | All LTAs are required by Government to publish a Bus Service Improvement Plan (BSIP) in line with the National Bus Strategy. The Hampshire BSIP has been produced in collaboration with local bus operators and sets out our shared ambitions and objectives for improving bus services in Hampshire. |
| New/changed service/policy/project | The Hampshire BSIP has been further developed with greater detail than was previously offered. |

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| Engagement |
| <p>As stated in the previous EIA for the bus strategy, initial engagement on the emerging LTP4 was undertaken January/February 2021.</p> <p>Engagement has been ongoing with local bus operators who have been heavily involved from the beginning - this has shaped the BSIP into something which all parties are able to commit to, something which is ambitious but that is achievable. Some engagement has also been carried out with key stakeholders such community transport operators, neighbouring Local Transport Authorities and the Local Enterprise Partnerships, the BSIP has been refined as a result.</p> <p>Further and more extensive engagement including a formal consultation is planned at a later date with regards to creating the Enhanced Partnership Plan and Scheme - the next stage of the National Bus Strategy, as this is to be more detailed and area specific.</p> |

Equalities considerations - Impact Assessment

Age

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| Impact on public | Positive |
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| Impact on staff | Positive |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>A high proportion of bus users are female and aged between 71-80 with a significant proportion falling in the 81- 90 age range.</p> <p>There are BSIP targets around several things which would make bus services easier and more accessible for older people such as:</p> <ul style="list-style-type: none"> • Making ticket options easier to understand • Improving the affordability of bus travel across Hampshire • Installing next stop audio visual announcements on all buses • Reducing journey times • Better cross operator promotion of services and travel options |
| Mitigation | |

Disability

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| Impact on public | Positive |
| Impact on staff | Positive |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>There are BSIP targets around several things which would make bus services easier and more accessible for disabled people such as:</p> <ul style="list-style-type: none"> • Making ticket options easier to understand • Improving the affordability of bus travel across Hampshire • Installing next stop audio visual announcements on all buses • Reducing journey times • Better cross operator promotion of services and travel options including Community Transport <p>In addition, research shows that families that include someone with a disability tend</p> |

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| | to be at greater risk of poverty, therefore they will also benefit from BSIP aims of improving the affordability of bus travel across Hampshire. |
| Mitigation | |

Gender Reassignment

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>There will be no change in benefits to this protected characteristic group particularly over and above the current circumstances.</p> |
| Mitigation | |

Pregnancy and Maternity

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| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>A high proportion of bus users are female and generally those on maternity leave are lower income than those not. Poverty is also twice as high for lone parents and for children in lone-parent families as for those in couple families. There are BSIP targets</p> |

around several things which would make bus services easier, cheaper and safer for this group of people such as:

- making ticket options easier to understand
- providing bus customers with improved clarity on fares and better value for money
- increasing the number of buses with on-board CCTV
- improvements to bus shelters to incorporate good levels of lighting and where possible stops to be covered by new or existing CCTV
- identify walking routes to key bus stops and ensure that they are safe, accessible and well lit
- develop closer partnership working with the Police and Neighbourhood Watch groups in areas with high incidences of anti-social behaviour and crime to help bus passengers feel safer whilst waiting at or travelling to and from bus stops on foot

Mitigation

Race

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| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>A Government report on travel shows that people from some ethnic minority groups are much more likely to use public transport including public bus services (https://www.ethnicity-facts-figures.service.gov.uk/culture-and-community/transport/travel-by-distance-trips-type-of-transport-and-purpose/latest). Black, Asian, and minority ethnic (BAME) households also consistently have the highest rates of poverty. There are BSIP targets around several things which would make bus services easier, cheaper and safer for this group of people such as:</p> <ul style="list-style-type: none"> • making ticket options easier to understand • providing bus customers with improved clarity on fares and better value for money • increasing the number of buses with on-board CCTV • improvements to bus shelters to incorporate good levels of lighting and where possible stops to be covered by new or existing CCTV • identify walking routes to key bus stops and ensure that they are safe, accessible |

and well lit

- develop closer partnership working with the Police and Neighbourhood Watch groups in areas with high incidences of anti-social behaviour and crime to help bus passengers feel safer whilst waiting at or travelling to and from bus stops on foot

Mitigation

Religion or Belief

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| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>There are BSIP targets around several things which would make bus services easier, cheaper and safer for this group of people such as:</p> <ul style="list-style-type: none">• making ticket options easier to understand• providing bus customers with improved clarity on fares and better value for money• increasing the number of buses with on-board CCTV• improvements to bus shelters to incorporate good levels of lighting and where possible stops to be covered by new or existing CCTV• identify walking routes to key bus stops and ensure that they are safe, accessible and well lit• develop closer partnership working with the Police and Neighbourhood Watch groups in areas with high incidences of anti-social behaviour and crime to help bus passengers feel safer whilst waiting at or travelling to and from bus stops on foot <p>In addition to the above, improved frequency and better bus coverage is likely to make it easier for people to visit religious sites and attend events.</p> |
| Mitigation | |

Sex

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| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>A high proportion of bus users are female. There are BSIP targets around several things which would make bus services feel safer such as:</p> <ul style="list-style-type: none">• increasing the number of buses with on-board CCTV• improvements to bus shelters to incorporate good levels of lighting and where possible stops to be covered by new or existing CCTV• identify walking routes to key bus stops and ensure that they are safe, accessible and well lit• develop closer partnership working with the Police and Neighbourhood Watch groups in areas with high incidences of anti-social behaviour and crime to help bus passengers feel safer whilst waiting at or travelling to and from bus stops on foot |
| Mitigation | |

Sexual Orientation

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>There will be no change in benefits to this protected characteristic group particularly over and above the current circumstances.</p> |

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Marriage and Civil Partnership

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>There will be no change in benefits to this protected characteristic group particularly over and above the current circumstances.</p> |
| Mitigation | |

Poverty

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| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>People on lower incomes are far less likely to own a car than those on higher incomes, and therefore they are more dependent on public transport.</p> <p>The BSIP includes a commitment to providing bus customers with improved clarity on fares and better value for money.</p> <p>In addition to the above, improved frequency and better bus coverage is likely to make it easier for people to access education, employment or training and other key services such as healthcare and social networks.</p> |

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| Mitigation | |
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Rurality

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| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | <p>All current and prospective bus users will benefit from the proposals in the BSIP that aims to improve the bus offer in Hampshire.</p> <p>There are several BSIP targets which focus around improving transport provision for rural communities such as:</p> <ul style="list-style-type: none"> • trialling innovative and value for money approaches to meeting the public transport travel needs of rural areas that cannot be viably served by conventional timetabled bus services • looking to reduce the number of longer journeys that need to be made from rural communities by championing the introduction of mobility hubs to better connect communities and enable seamless interchange points • seeking to develop first mile last mile solutions suitable for rural areas. Where these are not viable, explore the opportunities for smaller minibuss sized operations • ensuring that rural residents have access to the same Real Time Passenger Information that their urban counterparts • seek Bus Back Better funding to establish a fund to improve rural infrastructure to enable rural residents to have better access to their bus services and feel safe whilst using them |
| Mitigation | |

Geographical Impact:All Hampshire

Equality Statement

Additional information:

None

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00124

Date of production of EIA for publication: 24/11/2021