



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's Bus Enhanced Partnership
Related EIAs:	EIA Number: 00124

EIA for Savings Programme:	No
Service affected	Local bus services in Hampshire
Description of the service/policy/project/project phase	Following publication of the Hampshire Bus Service Improvement Plan (BSIP) in October 2021, the next stage of the National Bus Strategy is for LTAs to enter into enhanced partnerships (EP) with local bus operators. These EP documents formalise the commitments to be made by both HCC and local bus operators to work together to achieve the objectives of the BSIP.
New/changed service/policy/project	Formation of Enhanced Partnership (EP) with local bus operators.

Engagement
<p>As stated in the previous EIA for the bus strategy, initial engagement on the emerging LTP4 was undertaken January/February 2021. Engagement has been ongoing with local bus operators who have been heavily involved from the beginning. Extensive engagement is ongoing with key stakeholders including:</p> <ul style="list-style-type: none"> • Internal HCC departments • transport operators • neighbouring Local Transport Authorities • the Local Enterprise Partnerships • District and Borough Councils • Parish and Town Councils • National Park Authorities • community groups • and other statutory consultees as required <p>Feedback received so far has been collated and the EP has been refined as a result.</p> <p>Focus groups have been conducted with the public made up of bus users and non bus users.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim 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. There are EP 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

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim to improve the bus offer in Hampshire.</p> <p>There are EP 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

In addition, research shows that families that include someone with a disability tend to be at greater risk of poverty, therefore they will also benefit from EP aims of improving the affordability of bus travel across Hampshire.

Mitigation

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim 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

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim to improve the bus offer in Hampshire.</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 EP targets 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

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim 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.</p> <p>There are EP 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

	<ul style="list-style-type: none"> 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

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim to improve the bus offer in Hampshire.</p> <p>There are EP 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 EP Plan that aim to improve the bus offer in Hampshire.</p> <p>A high proportion of bus users are female. There are EP 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

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim 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	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim 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

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim 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>There are EP 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• Improving the affordability of bus travel across Hampshire (includes proposals for a discounted bus product for young people and to develop a consistent upper age limit for child fares)• Installing next stop audio visual announcements on all buses• Reducing journey times• Increasing the number of buses with on-board CCTV• Improvements to bus shelters to incorporate good levels of lighting and where

	<p>possible stops to be covered by new or existing CCTV</p> <ul style="list-style-type: none"> • 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 access education, employment or training and other key services such as healthcare and social networks.</p>
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>All current and prospective bus users will benefit from the proposals in the EP Plan that aim to improve the bus offer in Hampshire.</p> <p>There are several EP 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 minibus sized operations • ensuring that rural residents have access to the same Real Time Passenger Information as 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: 00179

Date of production of EIA for publication: 21/12/2022