



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:	Concessionary Fares Reimbursement 2022/23 Update
Related EIAs:	EIA Number: 172

EIA for Savings Programme:	No
Service affected	Concessionary Fares Reimbursement for 2022/23
Description of the service/policy/project/project phase	Hampshire County Council acts as the Concessionary Travel Authority for the administration of the Concessionary Travel Scheme in Hampshire. This deals with the reimbursement of operators in lieu of the fares due to be paid by holders of concessionary passes.
New/changed service/policy/project	Concessionary fares reimbursement for local bus operators from 1 April 2022 until 31 March 2023 will be based on the percentage of pre-COVID bus network an operator provides in line with the most recent Department for Transport (DfT) guidance

Engagement
Consultation was not required as the change in approach offers more support to bus operators in Hampshire and thus mitigating a negative impact.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.

Mitigation	
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Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact will be neutral as the proposed arrangements are no better or worse than the arrangements for 2021/22.
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: 00250

Date of production of EIA for publication: 16/12/2022