

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:	Permission to consult on proposed changes to the Post-16 Policy (Oct 2025)
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Post 16 Transport service.
Description of the service/policy/project/project phase	The provision of transport to an education setting for young people who are older than school age is not a statutory requirement. Hampshire County Council have exercised discretion beyond the statutory requirement to offer transport assistance to young people between 16 and 18 years old who have an Education Health Care Plan (EHCP) or disability. The Policy Statement details when and how the Council will support attendance in Post 16 education where travel/transport is perceived as a barrier. It allows parents/carers and users to understand how young people aged over 16 from a low-income background, with an EHCP or a disability, and in education, may be eligible for a local authority funded transport service. This EIA supports a report to the Executive Member which seeks permission to consult on proposed changes to the Post-16 Transport Policy, with the statement due to be published by 31 May 2026 as per statutory requirements.

New/changed service/policy/project	The County Council would be consulting on the following changes: - Revise some of the wording of the Policy in relation to appeals to make it clearer. This wording has also been proposed within the School Transport Policy and will be consulted upon separately for school-age children. - Add a brief 'quick guide' section to the Policy which summarises eligibility criteria and how to apply for Post-16 Transport. - Minor fixes (e.g. fixing formatting or broken links) - Updating the parental contributions table to show only the annual contribution rate - the indicative termly rate would no longer be included.
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Engagement
This EIA accompanies an Executive Lead Member for Children's Services decision report on the 15 October 2025.
This EIA principally focusses on considering the potential impact of the proposed changes on the Public rather than Staff as there are no proposed changes to staff terms and conditions. Therefore, the impact has been assessed as neutral for Staff throughout.
A further EIA will be undertaken following the public consultation.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Consultation</p> <p>It is acknowledged that older people may be less likely to have access to the internet and may not be able to respond online to a consultation. The Council would ensure that paper copies of the consultation are available by request for postal submission.</p> <p>Proposed Changes</p> <p>The Post-16 Service is delivered to service users aged 16 - 19 year olds (who have started a course before their 19th birthday) and young people with EHCPs up to the age of 25.</p> <p>The County Council proposes to update the information in the policy to provide improved clarity of how the policy is already applied and to better-explain the appeals process. Whilst these specific changes would not have an impact on how the service is delivered to this group, they could help all groups to gain a better understanding of what to expect from the service.</p>
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Consultation</p> <p>The Council acknowledge that people with disabilities may find it harder to engage with the consultation and will put in place measures to enable those with disabilities to take part. These include the consultation response form and information pack being available in an easy read format, a copy in another language or format (such as audio, large print, or Braille), or if they have any queries about the consultation, they would be able to request this by either raising an online enquiry or calling the School Transport team.</p> <p>Proposed Changes</p> <p>The vast majority of young people over the age of 16 in education will attend placements which are accessible from their home address. However, where a young person or a family member (with responsibility for the young person) has Special Educational Need and Disability (SEND), a health issue/concern, or disability this may make accessing an education placement difficult or impossible without HCC providing support with travel/transport arrangements.</p> <p>The County Council proposes to update the information in the policy to provide improved clarity of how the policy is already applied and how the service is currently delivered. Whilst these specific changes would not have an impact on how the service is delivered to this group, they could help all groups to gain a better understanding of what to expect from the service.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on gender reassignment and therefore this has been assessed as neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on pregnancy and maternity and therefore this has been assessed as neutral.

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on race and therefore this has been assessed as neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on religion or belief and therefore this has been assessed as neutral.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on sex and therefore this has been assessed as neutral.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on sexual orientation and therefore this has been assessed as neutral.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on marriage and civil partnership and therefore this has been assessed as neutral.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on poverty partnership and therefore this has been assessed as neutral.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on rurality, as no changes are being made to the service, and therefore this has been assessed as neutral.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

The updates to wording will improve the clarity of the policy and will not change how the service is delivered.

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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: 00962

Date of production of EIA for publication: 01/10/2025