

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:	Gosport TravelSafe Partnership project expenditure
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Local bus services and public transport infrastructure.
Description of the service/policy/project/project phase	This Bus Service Improvement Plan (BSIP) investment for 2025/26 comprises establishment of a Gosport TravelSafe Partnership pilot project which seeks to improve personal safety and security for bus users travelling by bus in the Gosport area. The project comprises capital investment in new CCTV columns, patrol bikes and better lighting at bus shelters and revenue investment in uniformed patrols and monitoring of CCTV cameras. This is needed to help address issues of vandalism and anti-social behaviour and complement significant investment in public transport in the area including new electric buses, the Eclipse Bus Rapid Transit busway and bus shelter improvements. This investment accords with the policies and priorities set out in the Hampshire BSIP (June 2024).

New/changed service/policy/project	2025/26 Bus Grant capital funding will cover new columns required for new CCTV cameras, patrol bikes and bus stop lighting improvements. 2025/26 Bus Grant revenue funding will cover CCTV camera monitoring costs and the provision of uniformed Community Warden patrols in the Gosport area for a 12 month period to address issues of vandalism and anti-social behaviour in the area.
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Engagement
Engagement has been undertaken with Hampshire Constabulary, Gosport Borough Council and local bus operator First Solent, who have helped to scope the CCTV and uniformed patrol elements of the project. These stakeholders are supportive of the TravelSafe project. The four local County Councillors whose wards cover the project area were briefed on the project in November 2025.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>There is a high reliance on local bus services amongst under 17s and older people. Nationally, younger people (aged 17 - 20) make more bus journeys than any other age demographic. Under 17s are not able to drive, and more young adults are choosing to take their driving test when they are older. Many children use buses, without which they are reliant on their parents. Investment in uniformed patrols and CCTV monitoring and better lit stops will help young people travelling by bus in the Gosport area to feel reassured and offer a safer bus passenger waiting environment at stops.</p> <p>Around one in three bus journeys in Hampshire are made by concessionary pass holders (aged 67 and over). Investment in uniformed patrols and CCTV monitoring to improve bus passenger safety and security will provide reassurance and a safer waiting environment, improving the attractiveness of travelling by bus.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Around one in three bus journeys in Hampshire are made by concessionary pass holders (including people with disabilities). Disabled people are less likely to have a car available to their household than non-disabled people (52% compared to 77%) – with no car available to over two and a half million disabled adults in England.</p>

	Investment to monitor CCTV cameras and uniformed patrols and better lighting covering bus stops in Gosport will make it easier for people with disabilities to travel by bus by providing reassurance and a safer waiting environment.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The programme of improvements covered by this report will not specifically result in any changes to the bus journey experience that would just impact people who have undertaken gender reassignment. Measures of uniformed patrols, better at stop lighting and monitoring of new CCTV cameras around bus stops will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Measures of uniformed patrols, better at stop lighting and monitoring of new CCTV cameras around bus stops will provide reassurance and improve perceptions of personal safety and security for expectant mothers and mothers with young infants in prams or pushchairs travelling by bus by providing reassurance whilst waiting for a bus.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on this protected characteristic is assessed as neutral. Measures of uniformed patrols, better at stop lighting and monitoring of new CCTV cameras around bus stops will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users from all ethnic backgrounds.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on this protected characteristic is assessed as neutral. Measures of uniformed patrols, better at stop lighting and monitoring of new CCTV cameras around bus stops will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users, including those with different religions and belief systems.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	National statistics show that women rely on bus journeys more than men in every age category. Measures of uniformed patrols, better at stop lighting and monitoring of new CCTV cameras around bus stops will provide reassurance and improve perceptions of personal safety and security, making it easier and safer for women and girls to travel by bus by providing reassurance and a safer, more comfortable waiting environment.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is assessed as neutral for this protected characteristic. Measures of uniformed patrols, better at stop lighting and monitoring of new CCTV cameras around bus stops will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users, including those of different sexual orientations.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is assessed as neutral for this protected characteristic. Measures of uniformed patrols, better at stop lighting and monitoring of new CCTV cameras around bus stops will provide reassurance and improve perceptions of personal safety and security that will be of

	general benefit to all bus users including those with this protected characteristic.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The uniformed patrols and monitoring of CCTV camera feeds as part of the TravelSafe Partnership improvements in Gosport will have a particularly positive outcome for those groups who are statistically more frequent users of public transport including those on lower incomes.</p> <p>Analysis conducted by KPMG and the University of Leeds carried out for Greener Journeys in 2016 has shown that, after allowing for other factors that influence deprivation, a 10% improvement in local bus service connectivity in town and city neighbourhoods is associated with a 3.6% reduction in deprivation.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The geographical scope of the Gosport Travel Safe Project covers an urban area, so the impact of the uniformed patrols, CCTV monitoring and lighting improvements on rural areas has been assessed as neutral.</p>
Mitigation	

Geographical Impact: Fareham, Gosport

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: 01074

Date of production of EIA for publication: 12/02/2026