

## 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:	Use of BSIP 2025/26 Bus Grant for Promotional Fares Initiatives, Information Screens and CCTV
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 revenue investment in promotional fares campaigns for Andover and South Hampshire, to encourage more bus travel and capital improvements to improve both on-bus and at bus stop travel information, and install CCTV cameras on parts of the bus network prone to vandalism in line with the policies and priorities set out in the Hampshire BSIP (June 2024).
New/changed service/policy/project	Capital funding will be used to deliver on-bus customer information improvements in the Andover, Basingstoke and Winchester areas and to install new bus departure information screens at bus stops, as well as to install 20 new CCTV cameras on and around the Gosport Eclipse busway to deter vandalism and anti-social behaviour. Revenue funding will be used to deliver promotional

fares initiatives to support increased bus travel in Andover and South Hampshire.

Engagement
Engagement has been carried out with bus operators and bus users through the Hampshire Enhanced Partnership Board and Enhanced Partnership Forum. Attendees were supportive of the proposed improvements. Engagement on the CCTV proposals has been carried out with Gosport Borough Council and with Hampshire and Isle of Wight Constabulary. Both are supportive of the improvements.

## 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. Promotional fares initiatives in the Andover and South Hampshire areas will help make bus travel more affordable for young people in these areas.</p> <p>Around one in three bus journeys in Hampshire are made by concessionary pass holders (aged 67 and over). Capital investment in CCTV to improve bus passenger safety and security and better on-bus and at-stop information will provide reassurance and a safer waiting environment, improve the attractiveness of travelling by bus. It will also be easier for younger and older people to use the bus access education, training and access healthcare and support groups, recreational activities, and opportunities for social interaction.</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> <p>Promotional fares initiatives that complement the Government funded £3 single fare cap will make it easier for people with disabilities to</p>

	<p>access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.</p> <p>Capital investment to deliver CCTV cameras covering bus stops in Gosport and better information at bus stops and on-bus will make it easier for people with disabilities to travel by bus by providing improved service information, providing reassurance and a more comfortable waiting environment.</p>
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 to improve travel information on buses and at bus stops and CCTV coverage 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	Capital investment to deliver improvements to information at bus stops and on bus and new CCTV cameras around bus stops in some areas will make it easier for expectant mothers and mothers with pushchairs to travel 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 to improve travel information on buses and at bus stops and CCTV coverage 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 to improve travel information on buses and at bus stops and CCTV coverage 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.  Promotional fares initiatives will make it easier for women to access education, training and access healthcare and support groups, recreational activities and opportunities for social interaction. Capital investment in the form of CCTV improvements and better information at bus stops and on-bus will make it easier and safer for women and girls to travel by bus by providing reassurance and a 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 to improve safety and security at bus stops through CCTV and improved on-bus information and at-stop bus running information 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 to improve safety and security at bus stops through CCTV and improved on-bus information and at-stop bus running information 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	The impact is assessed as positive for this protected characteristic. Promotional fares initiatives will help to reduce the cost of travel by bus in affected areas. Measures to improve safety and security through CCTV at bus stops will offer reassurance to bus users in deprived parts of Gosport. Measures to provide on bus and at-bus stop information about bus services and next stops will offer reassurance to all bus users, including people from low-income households.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>93% of Hampshire's bus network is operated commercially. Much of the 7% of the supported bus network that is run under contract to the County Council is focused on serving rural communities. Limited public transport in rural areas of Hampshire can make it difficult to access workplaces and services, especially for the elderly, less mobile and young people. For households without access to the private car, this limited bus provision can result in increased social isolation.</p> <p>The promotional fares initiatives, CCTV improvements and at bus stop information are all focussed on urban areas of Hampshire. Residents of rural areas will benefit from improvements to on-bus information technology for journeys on commercial bus routes from rural areas into Andover, Basingstoke and Winchester. Given that the majority of benefits will not be applicable to rural areas of Hampshire the impact of the improvements on rural areas has been assessed as neutral.</p>
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire, Eastleigh, Fareham, Gosport, Havant, New Forest, Test Valley, Winchester

# 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: 00920

Date of production of EIA for publication: 27/08/2025