

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
Geoff Hobbs	Team Leader - Passenger Transport Hampshire 2050	geoff.hobbs2@hants.gov.uk

Title:	Bus Service Improvement Plan 25/26 Bus Grant funding for Service Enhancements & Commercial Support
Related EIAs:	EIA Number: 820
EIA for Savings Programme:	No
Service affected	Local bus services and public transport infrastructure.
Description of the service/policy/project/project phase	The BSIP investment programme for 2025/26 will comprise a range of capital and revenue improvements that will improve the attractiveness of bus travel in urban, suburban and rural areas of Hampshire in line with the policies and priorities set out in the Hampshire Bus Service Improvement Plan (June 2024).
New/changed service/policy/project	Revenue funding will be used to deliver 17 bus timetable improvements on 14 different bus routes for a 12 month period commencing between April and August 2025 and funding to provide commercial support on 7 different bus routes for a 12 month period.

Engagement

Since December 2024, the County Council has undertaken engagement with bus operators and with the Hampshire Enhanced Partnership Board and Forum to prioritise and allocate funding for service enhancements and decide which commercial bus services to provide commercial support to.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	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. Similarly, a significant proportion of students who attend sixth form colleges are reliant on the availability of commercial or contracted bus services to access their chosen college. Around one in three bus journeys in Hampshire are made by concessionary pass holders (aged 67 and over). Timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will make it easier for younger and older people to access education, training and access healthcare and support groups, recreational activities and opportunities for social interaction.
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>Timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will make it easier will make it easier for people with disabilities to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The programme of improvements will not specifically result in any changes to the bus journey experience that would just impact people who have undertaken gender reassignment. Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will be of general benefit to all bus users.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will will make it easier for pregnant women and mothers with infants to access work, healthcare and support groups, recreational activities and opportunities for social interaction.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on this protected characteristic is assessed as neutral. Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will be of general benefit to all bus users.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact for this protected characteristic is assessed as neutral. Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will be of general benefit to all bus users.
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. Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will make it easier for women to access education, training and access healthcare and support groups, recreational activities and opportunities for social interaction.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is assessed as neutral for this protected characteristic. Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will be of general benefit to all bus users.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is assessed as neutral for this protected characteristic. Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will be of general benefit to all bus users.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will make it easier for people living in deprived wards served by some of these routes to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.
Mitigation	

Rurality

Impact on public	Positive
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>Delivering timetable improvements to fourteen different bus routes and funding to provide commercial support for seven bus services will help people in rural areas served by some of these routes to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.</p> <p>This funding will provided continued or enhanced bus connectivity for areas served by these routes.</p>
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire, Eastleigh, Fareham, Gosport, Hart, Havant, Rushmoor, 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: 00940

Date of production of EIA for publication: 20/10/2025