

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:	BSIP 2025-26 Bus Grant Spend on a Community-Led Transport Grant
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Local bus/community transport services.
Description of the service/policy/project/project phase	This project will utilise BSIP 2025/26 Bus Grant comprises establishing a Community-Led Transport Grant stream to a range of capital and revenue improvements. The improvements would be delivered by local charities, community groups or parish councils to meet an unmet connectivity need or to help to promote an existing community transport service. The initiatives delivered would improve the attractiveness of bus /community transport particularly for suburban and rural areas of Hampshire not served by the commercial bus network in line with the policies and priorities set out in the Hampshire Bus Service Improvement Plan (June 2024).
New/changed service/policy/project	£150,000 of capital funding is available for eligible projects and £150,000 of revenue funding is available for eligible projects. Funding will be awarded to charities, community groups or parish councils who would deliver the

improvement themselves. This would provide improved connectivity for communities who are not served by the commercial bus network.

Engagement

We have engaged with community groups in formulating the grant application and have developed a self-help toolkit to help local communities to identify the need they are looking to meet. An information session is planned in October 2025 with eligible groups to enable them to ask questions and hear from other community groups who have set up projects to meet an identified transport gap.

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. 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).</p> <p>Use of this grant funding by eligible community groups to develop new local transport schemes that fill a gap in bus or community transport provision or help promote and increase awareness of existing services will make it easier will make it easier for young people or older people to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.</p> <p>Capital investment as part of this grant stream could be made by eligible community groups to purchase an accessible minibus that would make it easier for younger and older people to travel within an area not already well served by bus or community transport.</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</p>

	<p>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>Use of this grant funding by eligible community groups to develop new local transport schemes that fill a gap in bus or community transport provision or help promote and increase awareness of existing services 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> <p>Capital investment as part of this grant stream could be made by eligible community groups to purchase an accessible minibus that would make it easier for people with disabilities to travel within an area not already well served by bus or community transport.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The projects delivered and funded via the Community-Led Transport Grant stream 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 connectivity for areas not well served by commercial bus or community transport services or better promotion of existing community minibus schemes that receive funding from the Community-Led Transport Grant stream will be of general benefit to all bus users.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Improvements to connectivity in areas not well served by commercial bus services or community transport or improved promotion of existing community minibus projects funded by the Community-Led Transport Grant stream that are delivered by eligible community groups 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. Measures to improve connectivity for areas not well served by commercial bus or community transport services or better promotion of existing community minibus schemes that receive funding from the Community-Led Transport Grant stream 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. Measures to improve connectivity for areas not well served by commercial bus or community transport services or better promotion of existing community minibus schemes that receive funding from the Community-Led Transport Grant stream 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. Improvements to connectivity in areas not well served by commercial bus services or community transport or improved promotion of existing community minibus projects funded by the Community-Led Transport Grant stream that are delivered by eligible community groups will make it easier for women and girls to access work, 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. Measures to improve connectivity for areas not well served by commercial bus or community transport services or better promotion

	of existing community minibus schemes that receive funding from the Community-Led Transport Grant stream 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. Measures to improve connectivity for areas not well served by commercial bus or community transport services or better promotion of existing community minibus schemes that receive funding from the Community-Led Transport Grant stream will be of general benefit to all bus users.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	National statistics show that lower income households have lower car ownership levels and are therefore more reliant on bus journeys more than higher income demographic groups. Improvements to connectivity in areas not well served by commercial bus services or community transport or improved promotion of existing community minibus projects funded by the Community-Led Transport Grant stream that are delivered by eligible community groups will make it easier for those living in lower income households to access work, healthcare and support groups, recreational activities and opportunities for social interaction.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	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. Improvements to connectivity in areas not well served by commercial bus services or community transport or improved promotion of

	existing community minibus projects funded by the Community-Led Transport Grant stream that are delivered by eligible community groups based in rural areas will make it easier for those living in those rural areas to access work, healthcare and support groups, recreational activities and opportunities for social interaction.
Mitigation	

Geographical Impact: All Hampshire

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: 00993

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