

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.

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Title:	Hampshire Local Authority Bus Grant (BSIP) Investment Programme for 2026/27 to 2029/30
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Local bus services.
Description of the service/policy/project/project phase	Government Funding for Hampshire's Bus Service Improvement Plan (BSIP) termed Local Authority Bus Grant (LABG) is being provided to the County Council by the Department for Transport, for the financial years 2026/27 to 2029/30. The LABG allocation to Hampshire will total £27,224,395 of capital funding and £24,812,298 of revenue funding over the four years. The funding is to be spent on delivering the targets and objectives set out in Hampshire's Bus Service Improvement Plan, and to maintain existing bus services that require financial support. The themes for investment set out in the work programme seek to deliver increased use of Hampshire's bus network and help to achieve the target to increase bus use to 42million journeys a year by 2035. The programme will make it easier to use buses to access important services (healthcare,

	shopping, education, employment, training). The benefits will be to reduce congestion, improve accessibility, improve air quality and build a stronger commercial bus network for Hampshire.
New/changed service/policy/project	The work programme will help to enable passenger growth by making bus travel more attractive by way of a range of targeted projects. The projects that will be delivered using the Local Authority Bus Grant (LABG) funding include (but not limited to): delivering bus priority measures that will improve bus speeds, reliability and punctuality, alongside improved information about services and investing in timetable improvements, marketing campaigns and promotional fares initiatives. The work programme will be delivered by the Passenger Transport team in Universal Services in partnership with local bus operators through the Hampshire Enhanced (Bus) Partnership established in 2022.

Engagement
In developing the work programme for use of Local Authority Bus Grant (LABG) for 2026/27 and 2027/28, the views of bus operators have been sought through the Enhanced Partnership Working Group and the programme is to be shared with the Enhanced Partnership Board in February 2026. The views of bus users, will be taken into account through engagement with the Hampshire Enhanced Partnership Forum in January 2026, which comprises representatives of people with disabilities, NHS hospitals, mothers with young children, rail and ferry operators. Input and views from Borough and District Council officers and officers from neighbouring local authorities is also being sought.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed LABG investment set out in the work programme that would deliver bus priority schemes, improvements to bus stops and shelters and bus interchanges, timetable enhancements, marketing, promotional fares initiatives and community grant streams will be of benefit to bus users across Hampshire. This investment programme is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including younger and older people.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed LABG investment set out in the work programme that would deliver bus priority schemes, improvements to bus stops and shelters and bus interchanges, timetable enhancements, marketing, promotional fares initiatives and community grant streams will be of

	benefit to bus users across Hampshire. This investment programme is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including those with the protected characteristic of disability.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This decision is assessed as having a neutral impact on this group.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed LABG investment set out in the work programme that would deliver bus priority schemes, improvements to bus stops and shelters and bus interchanges, timetable enhancements, marketing, promotional fares initiatives and community grant streams will be of benefit to bus users across Hampshire. This investment programme is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including those with the protected characteristic of pregnancy and maternity.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed LABG investment set out in the work programme that would deliver bus priority schemes, improvements to bus stops and shelters and bus interchanges, timetable enhancements, marketing, promotional fares initiatives and community grant streams will be of benefit to bus users across Hampshire. This investment programme is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including those with the protected characteristic of race.
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed LABG investment set out in the work programme that would deliver bus priority schemes, improvements to bus stops and shelters and bus interchanges, timetable enhancements, marketing, promotional fares initiatives and community grant streams will be of benefit to bus users across Hampshire. This investment programme is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including those requiring access to religious events or places of worship.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed LABG investment set out in the work programme that would deliver bus priority schemes, improvements to bus stops and shelters and bus interchanges, timetable enhancements, marketing, promotional fares initiatives and community grant streams will be of benefit to bus users across Hampshire. This investment programme is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including women.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This decision is assessed as having a neutral impact on this group.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This decision is assessed as having a neutral impact on this group.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral

Rationale	The proposed LABG investment set out in the work programme that would deliver bus priority schemes, improvements to bus stops and shelters and bus interchanges, timetable enhancements, marketing, promotional fares initiatives and community grant streams will be of benefit to bus users across Hampshire. This investment programme is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including lower income households.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed LABG investment set out in the work programme that would deliver bus priority schemes, improvements to bus stops and shelters and bus interchanges, timetable enhancements, marketing, promotional fares initiatives and community grant streams will be of benefit to bus users across Hampshire. This investment programme is expected to have a positive outcome for households living in rural areas of Hampshire, including households without access to the private car.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

The work programme to utilise the Department for Transport (DfT) Local Authority Bus Grant (LABG) funding is aligned with the policies and objectives of Hampshire's Bus Service Improvement Plan (BSIP), and the Hampshire Local Transport Plan 4, published in February 2024, the Hampshire Economic Strategy, and the Hampshire Climate Change Strategy. Delivering measures including better passenger waiting facilities at bus stops and bus interchanges, bus priority measures to speed up bus journeys through congested traffic, Demand Responsive Transport in some rural areas and more real time information screens, timetable enhancements, funding for tendered bus services that don't run on a commercial basis, promotional fares initiatives, marketing campaigns will help make bus services more attractive and affordable and lead to more journeys being made by bus, helping to provide an alternative travel choice to use of the private car and will help achieve wider policy objectives set out in these strategies.

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: 01041

Date of production of EIA for publication: 18/02/2026