

## 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:	Community Transport Scheduling Software Grant Stream
Related EIAs:	EIA Number: 861
EIA for Savings Programme:	No
Service affected	Community Transport services in Hampshire
Description of the service/policy/project/project phase	To award grants to enable Hampshire community transport operators to purchase new scheduling software to increase the efficiency of journey scheduling to assist in maximising the number of passenger trips on community transport services.
New/changed service/policy/project	The opening of a grant stream for, and subsequent awarding of grants to, successful applicants for funding to cover the one-off set up costs and ongoing licencing costs of booking and scheduling software for Hampshire community transport operators.

Engagement
The changes proposed will enhance the efficiency of existing services, benefiting users. Officers have facilitated discussions with the Community Transport sector to

understand the lessons learnt from the pilot and establish the core specification of alternative scheduling software to ensure any software procured by the sector is fit for purpose.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Community Transport services are mainly used by older and disabled people, where many services provided by these operators are specialised bookable door-to-door accessible transport service. The introduction of new booking and scheduling software will benefit these groups, as more efficient scheduling will maximise the number of journey opportunities available to users of these services.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Community Transport services are mainly used by older and disabled people, where many services provided by these operators are specialised bookable door-to-door accessible transport service. The introduction of new booking and scheduling software will benefit these groups, as more efficient scheduling will maximise the number of journey opportunities available to users of these services.
Mitigation	

### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no significant impact to individuals with this characteristic.
Mitigation	

### Pregnancy and Maternity

Impact on public	Neutral

Impact on staff	Neutral
Rationale	There is no significant impact to individuals with this characteristic.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no significant impact to individuals with this characteristic.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no significant impact to individuals with this characteristic.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no significant impact to individuals with this characteristic.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no significant impact to individuals with this characteristic.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no significant impact to individuals with this characteristic.
Mitigation	

## Poverty

Impact on public	Positive
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Impact on staff	Neutral
Rationale	Community Transport services, like all public transport services, are relied upon by those individuals in lower income brackets and those that do not have access to a car. With Connect minibus services specifically designed for those who have no access to a car and where there is no local bus service running at a time when they need to travel, and is cheaper than a taxi alternative.
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	Community Transport services often serve rural areas that do not have alternative public transport options available to them, with Connect minibus services specifically designed for those who have no access to a car and where there is no local bus service running at a time when they need to travel.  The introduction of new booking and scheduling software will benefit those living in rural areas, as more efficient scheduling will maximise the number of journey opportunities available to users.
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: 01067

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