

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 25/26 Bus Grant investment in Zero Emission Bus Infrastructure |
| Related EIAs: | None |
| EIA for Savings Programme: | No |
| Service affected | Local bus services. |
| Description of the service/policy/project/project phase | This project will see 25/26 Bus Grant funding from the Department for Transport awarded as a grant to Stagecoach in order to invest in at-depot electric bus infrastructure. The funding will be used to deliver new charging points, electrical cabling, sub-stations and connections into the electricity grid. This at depot charging and power grid infrastructure will leverage private sector investment by the bus operator in a new fleet of electric buses. |
| New/changed service/policy/project | This investment will attract more people to use buses in south east Hampshire, which will contribute towards achieving the objectives set out in Hampshire's Bus Service Improvement Plan (BSIP) including the target to increase bus use to 42million journeys a year by 2035. By investing in electrification of buses, this will help to attract more non-bus users to travel by bus 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. More electric buses will also help to improve air quality within town centres and radial roads that are served by the new fleet of buses. The work programme will be delivered by a bus operator, with oversight by the Passenger Transport team in Universal Services.

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| Engagement |
| Engagement has been carried out on the principle of establishing a Zero Emission Bus Infrastructure grant funding programme with bus operators at the Hampshire Enhanced Partnership Board and with neighbouring Local Transport Authorities that could see new electric buses operate in their areas. Both were supportive of this approach. |

Equalities considerations - Impact Assessment

Age

| | |
|------------------|--|
| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | The proposed grant funding will be used by the operator to invest in electric bus infrastructure, and unlock bus operator match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area. This investment 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 grant funding will be used by the operator to invest in electric bus infrastructure, and unlock bus operator match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area. This investment 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

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|------------------|---------|
| Impact on public | Neutral |
|------------------|---------|

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|-----------------|--|
| Impact on staff | Neutral |
| Rationale | This project 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 grant funding will be used by the operator to invest in electric bus infrastructure, and unlock bus operator match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area. This investment 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 | Neutral |
| Impact on staff | Neutral |
| Rationale | This project is assessed as having a neutral impact on this group. |
| Mitigation | |

Religion or Belief

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

Sex

| | |
|------------------|---|
| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | The proposed grant funding will be used by the operator to invest in electric bus infrastructure, and unlock bus operator match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area. This investment 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

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

Marriage and Civil Partnership

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

Poverty

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|------------------|---|
| Impact on public | Positive |
| Impact on staff | Neutral |
| Rationale | The proposed grant funding will be used by the operator to invest in electric bus infrastructure, and unlock bus operator match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area. This investment is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including households from lower-income groups. |
| Mitigation | |

Rurality

| | |
|------------------|--|
| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | This project is assessed as having a neutral impact on this group as the majority of the 18 routes that would see electric buses introduced would operate in urban and suburban areas of south east Hampshire. |
| Mitigation | |

Geographical Impact: East Hampshire, Havant, Winchester

Equality Statement

Additional information:

The Zero Emission Bus Infrastructure grant fund would utilise utilising Department for Transport (DfT) Bus Grant (BSIP) funding. This project 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. Enabling the accelerated roll out of

electric buses in south east Hampshire and the Portsmouth area will help to attract more people to use bus services and contribute towards the decarbonisation of transport in this part of Hampshire. This investment will complement other BSIP measures being delivered in south east Hampshire, including better passenger waiting facilities at bus stops and bus interchanges, bus priority measures to speed up bus journeys through congested traffic, more real time information screens, timetable enhancements, funding for tendered bus services that don't run on a commercial basis, promotional fares initiatives, and marketing campaigns. Taken together, this will help the bus to become a more attractive alternative travel choice, replacing a proportion of journeys currently made by private car. This 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: 01116

Date of production of EIA for publication: 27/04/2026