

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:	2026/27 and 2027/28 LA Bus Grant investment on bus service enhancements and commercial support
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Local bus services
Description of the service/policy/project/project phase	The Local Authority Bus Grant investment programme for 2026/27 and 2027/28 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). A key part of the programme is to offer improved timetable frequencies on existing commercial bus routes.
New/changed service/policy/project	Local Authority Bus Grant Revenue funding will be used to deliver 30 bus timetable improvements on 23 different bus routes for a 24 month period with the funding period commencing between April and August 2026 and funding to provide commercial support on 15 different bus routes for a 24 month period with the funding period commencing in April 2026.

Engagement
<p>Since December 2025, the County Council has undertaken engagement with bus operators and with the Hampshire Enhanced Partnership Board and Enhanced Partnership Forum to prioritise and allocate funding for service enhancements and decide which commercial bus services to provide commercial support to. All bus operators were invited to submit proposals for bus services that serve areas of new housing development, which were assessed and scored taking into account the improvement in bus connectivity enabled. The Forum is attended by bus users, Borough and District Councils, neighbouring Local Transport Authorities, rail operators and disability groups. Where service enhancements run across Local Transport Authority boundaries, discussions have been held with neighbours to agree how the costs of these improvements will be shared equitably.</p>

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 to get around and access shops and services. 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). Continuing or commencing timetable improvements on 23 different commercial bus routes, introduction of a new hourly Southampton-Whiteley bus service, and funding to provide commercial support for 15 commercial bus services will make it easier for younger and older people to access education, training, employment and access healthcare and support groups that aid independent living and leisure, recreational and sporting activities.</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 household than non-disabled people (52% compared to 77%) – with no car available to over two and a half million disabled adults in England. Continuing or commencing timetable improvements on 23</p>

	different commercial bus routes, introduction of a new hourly Southampton-Whiteley bus service, and funding to provide commercial support for 15 commercial 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.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Continuing or commencing timetable improvements on 23 different commercial bus routes, introduction of a new hourly Southampton-Whiteley bus route and funding to provide commercial support for 15 commercial bus services will be of general benefit to all bus users, and would not specifically impact this protected characteristic group.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Continuing or commencing timetable improvements on 23 different commercial bus routes, introducing a new hourly Southampton-Whiteley bus service and funding to provide commercial support for 15 commercial 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	Continuing or commencing timetable improvements on 23 different commercial bus routes, introduction of a new hourly Southampton-Whiteley bus route and funding to provide commercial support for 15 commercial bus services will be of general benefit to all bus users, and would not specifically impact this protected characteristic group.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Continuing or commencing timetable improvements on 23 different commercial bus routes, introduction of a new hourly Southampton-Whiteley bus route and funding to provide commercial support for 15 commercial bus services will be of general benefit to all bus users, and would not specifically impact this protected characteristic group.
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. Continuing or commencing timetable improvements on 23 different commercial bus routes, introducing a new hourly Southampton-Whiteley bus service and funding to provide commercial support for 15 commercial 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	Continuing or commencing timetable improvements on 23 different commercial bus routes, introduction of a new hourly Southampton-Whiteley bus route and funding to provide commercial support for 15 commercial bus services will be of general benefit to all bus users, and would not specifically impact this protected characteristic group.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Continuing or commencing timetable improvements on 23 different commercial bus routes, introduction of a new hourly Southampton-Whiteley bus route and funding to provide commercial support for 15 commercial bus services will be of general benefit to all bus users, and would not specifically impact this protected characteristic group.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	Continuing or commencing timetable improvements on 23 different commercial bus routes, introducing a new hourly Southampton-Whitely bus service and funding to provide commercial support for 15 commercial 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	Continuing or commencing timetable improvements on 23 different commercial bus routes, introducing a new hourly Southampton-Whitely bus service and funding to provide commercial support for 15 commercial bus services will make it easier for people living in rural areas along these routes to access work, education, training, 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: 01138

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