

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 2027/28 BSIP 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 2026/27 & 2027/28 Local Authority Bus Grant funding from the Department for Transport awarded as a grant to operators Stagecoach and Go South Coast which would be utilised by them to invest in bus decarbonisation measures including at-depot electric bus infrastructure at two depot locations. The funding will be used to deliver new charging points, electrical cabling, sub-stations and connections into the electricity grid and help to leverage private sector investment by the bus operator in a new fleet of electric buses on 18 bus routes.
New/changed service/policy/project	This investment will help 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 the bus operators, with oversight by the Passenger Transport team in Universal Services.

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 would see new electric buses commence operation in their areas. Both were very 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, leveraging bus operators' match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area including Havant Borough and western part of Andover towards Wiltshire. 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 operators to invest in electric bus infrastructure, leveraging bus operators' match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area including Havant Borough and western part of Andover into Wiltshire. 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

Impact on public	Neutral
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 operators to invest in electric bus infrastructure, leveraging bus operators' match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area including Havant Borough and western part of Andover into Wiltshire. 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 operators to invest in electric bus infrastructure, leveraging bus operators' match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area including Havant Borough and western part of

	Andover into Wiltshire. 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

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

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

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed grant funding will be used by the operators to invest in electric bus infrastructure, leveraging bus operators' match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area including Havant Borough and western part of Andover into Wiltshire. This project is assessed as having a positive impact on this group as electric buses will serve a number of wards and areas experiencing economic deprivation.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposed grant funding will be used by the operators to invest in electric bus infrastructure, leveraging bus operators' match funding in electric buses. This will be of benefit to bus users in the south east Hampshire area including Havant Borough and western part of Andover into Wiltshire. This investment is expected to have a particularly positive outcome for those living in rural locations.
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire, Havant, Test Valley

Equality Statement

Additional information:

The Zero Emission Bus Infrastructure grant fund expenditure would utilise Department for Transport (DfT) Local Authority 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. The DfT guidance for this funding encourages councils to use it towards bus decarbonisation projects such as this. Enabling the accelerated roll out of electric buses in south east Hampshire and western part of Andover towards Wiltshire will help to attract more people to use bus services and contribute towards the decarbonisation of transport in these parts of Hampshire. This investment will complement other bus improvement measures being delivered in these areas of Hampshire utilising BSIP funding from the DfT, 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 timetable enhancements on commercially-run bus services, promotional fares initiatives, and marketing campaigns. Taken together, this will help the bus to become a more attractive alternative travel choice, seeing some households replace 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: 01142

Date of production of EIA for publication: 30/04/2026