

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 Local Authority Bus Grant (BSIP) funded grant streams
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Bus Infrastructure, Community Transport and Passengers using local bus services
Description of the service/policy/project/project phase	To establish a Community-Led Transport Grant revenue and capital fund to address connectivity gaps in current local bus provision, a Rural Bus Shelter Fund for parish and town councils to improve the passenger waiting environment and a Travel Training grant fund to help remove barriers to public transport use particularly for individuals who may be socially isolated or who have additional learning, mental health, or physical needs.
New/changed service/policy/project	These grants will provide funding via three distinct grant streams, which eligible organisations will be able to apply for in order to deliver one of the three objectives as detailed in the description above. These will open in July 2026 and be available over the two years, or until the funding pots are

exhausted. Applications will be assessed against approved criteria which align with the overall aims of Local Authority Bus Grant funding.

Engagement

The Local Authority Bus Grant funding is to deliver the aims and objectives in the Hampshire Bus Service Improvement Plan, which is managed through the Enhanced Partnership - a joint working approach with bus operators. The Enhanced partnership holds quarterly forums with user representatives and representatives from disability and other groups to ensure our plans align with and take into consideration user needs and priorities.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The initiatives supported via the Community-Led Transport Grant awards to local projects will 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	People with disabilities are statistically more frequent users of public transport People with a disability 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 (Confederation of Passenger Transport).
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identifiable impact on this group in regards to these grant streams.

Mitigation	
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Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The initiatives supported via the Community-Led Transport Grant awards to local projects will have a particularly positive outcome for those groups who are statistically more frequent users of public transport including those with the protected characteristics of pregnancy and maternity.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identifiable impact on this group in regards to these grant streams.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identifiable impact on this group in regards to these grant streams.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	Women are statistically more frequent users of public transport. The initiatives supported via the Community-Led Transport Grant awards to local projects will 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	There is no identifiable impact on this group in regards to these grant streams.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identifiable impact on this group in regards to these grant streams.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	In 2023, people on the lowest income bracket made 67 local bus trips on average, while those in the highest income bracket made the least bus journeys (an average of only 25). The initiatives supported via the Community-Led Transport Grant awards to local projects will have a positive outcome for those on lower incomes.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The initiatives supported via the Community-Led Transport Grant awards to local projects will have a positive outcome for those living in rural areas.
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: 01168

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