

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:	LBAG 2026-27 and 2027/28 Bus Grant investment in Bus Stop Infrastructure improvements
Related EIAs:	EIA Number: 1041
EIA for Savings Programme:	No
Service affected	Local Bus Infrastructure on the Highway.
Description of the service/policy/project/project phase	This Local Bus Authority Grant investment for 2026/27 comprises capital improvements to improve bus stop travel information, and the waiting environment at bus shelters, helping to improve this part of the bus users' travel experience in line with the policies and priorities set out in the Hampshire Bus Service Improvement Plan (June 2024).
New/changed service/policy/project	Capital funding will be used to deliver bus shelter improvements and at-stop customer information.

Engagement
Not applicable as previous engagement has already taken place with other grant funding offering similar improvements and this is a carry on from that.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	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. Promotional fares initiatives in the Andover and South Hampshire areas will help make bus travel more affordable for young people in these areas. Around one in three bus journeys in Hampshire are made by concessionary pass holders (aged 67 and over). Capital investment in bus shelters to improve the waiting environment will help to improve the attractiveness of travelling by bus. This and improved travel information through the QR codes at bus stops in turn may attract more younger and older people to use the bus to access education, training and access healthcare and support groups, recreational activities, and opportunities for social interaction.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	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. Capital investment to deliver improved bus shelters and provide better information at bus stops will make it easier for people with disabilities to travel by bus by providing improved service information and a more attractive and comfortable waiting environment.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The programme of improvements covered by this report will not specifically result in any changes to the bus journey experience that would just impact people who have undertaken gender reassignment. Measures to improve travel information at bus stops and to deliver improved or new bus shelters will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Capital investment to deliver improvements to information at bus stops and to provide new or improved bus shelters in some areas will make it easier for expectant mothers and mothers with pushchairs to travel by bus by providing reassurance whilst waiting for a bus and an improved waiting environment.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on this protected characteristic is assessed as neutral. Measures to improve travel information at bus stops and to deliver improved or new bus shelters will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on this protected characteristic is assessed as neutral. Measures to improve travel information at bus stops and to deliver improved or new bus shelters will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users - including those with different religions and belief systems.
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. Capital investment in the form of better information at bus stops and new/ improved bus shelters will make it easier and safer for women and girls to travel by bus by providing reassurance and a more comfortable waiting environment.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is assessed as neutral for this protected characteristic. Measures to improve travel information at bus stops and to deliver improved or new bus shelters will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users, including those of different sexual orientations.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is assessed as neutral for this protected characteristic. Measures to improve travel information at bus stops and to deliver improved or new bus shelters will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users, including those with this protected characteristic.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	For many people, buses are the best way to access work, education, healthcare, and leisure activities. In this context it is important to note that in England, according to statistics from the Confederation of Passenger Transport:

	• 44% of low-income households have no access to a car • over 75% of job seekers do not have access to a car • 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) Capital investment in the form of better information at bus stops and new/ improved bus shelters will make it easier for people from lower income households to travel by bus by providing access to bus service information and a more comfortable waiting environment.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact is assessed as neutral for this characteristic. Measures to improve travel information at bus stops and to deliver improved or new bus shelters will provide reassurance and improve perceptions of personal safety and security that will be of general benefit to all bus users, including those 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: 01189

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