

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 LABG investment in traffic signal bus priority, enhancements, fares and safety
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Local bus services.
Description of the service/policy/project/project phase	The four investment areas covered by this Equality Impact Assessment are 1. traffic signal bus priority at 20 junctions; 2. timetable improvements on 2 bus routes, 3. targeted time-limited promotional fares offers; and 4. funding to tackle anti-social behaviour at locations on the bus network in Gosport. These improvements will contribute towards achieving the Hampshire Bus Service Improvement Plan target of increasing the bus use to 42million journeys a year by 2035. The programme will make it easier for people to use buses 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.

New/changed service/policy/project	The projects that will be delivered will improve bus speeds, reliability and punctuality; offer more buses in the evening and on Sundays on the two routes; make bus use more affordable in the areas covered by the promotional fares initiatives as well as improve personal safety and security for bus users in Gosport. The work programme will be delivered by the Passenger Transport team in Universal Services in partnership with local bus operators through the Hampshire Enhanced (Bus) Partnership established in 2022.
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Engagement
Engagement was carried out with bus operators to prioritise which traffic signals would benefit from traffic signal bus priority and which bus routes seeing passenger growth would benefit from service enhancements, and on areas which would be suitable for promotional fares initiatives.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Local Authority Bus Grant investment in traffic signal bus priority, timetable enhancements, promotional fares initiatives and improvements to personal safety and security of bus users will be of benefit to bus users across affected areas of Hampshire. These investments are 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 Local Authority Bus Grant investment in traffic signal bus priority, timetable enhancements, promotional fares initiatives and improvements to personal safety and security of bus users will be of benefit to bus users across affected areas of Hampshire. These investments are 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 decision is assessed as having a neutral impact on this group.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Local Authority Bus Grant investment in traffic signal bus priority, timetable enhancements, promotional fares initiatives and improvements to personal safety and security of bus users will be of benefit to bus users across affected areas of Hampshire. These investments are 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 decision is assessed as having a neutral impact on this group.
Mitigation	

Religion or Belief

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

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Local Authority Bus Grant investment in traffic signal bus priority, timetable enhancements, promotional fares initiatives and improvements to personal safety and security of bus users will be of benefit to bus users across affected areas of Hampshire. These investments are 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 decision 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 decision is assessed as having a neutral impact on this group.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Local Authority Bus Grant investment in traffic signal bus priority, timetable enhancements, promotional fares initiatives and improvements to personal safety and security of bus users will be of benefit to bus users across affected areas of Hampshire. These investments are expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including households from low income groups.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	Residents living in rural areas that are served by a proportion of these services will see improved bus services, improving connectivity of such rural areas on these routes for residents to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire, Fareham, Gosport, Hart, Havant, Rushmoor, Test Valley, Winchester

Equality Statement

Additional information:

The work programme to utilise Local Authority Bus Grant (LABG) grant funding in 2026/27 and 2027/28 towards delivery of traffic signal bus priority in locations in south east Hampshire, service enhancements in the Hart/Test Valley and Winchester area, targeted promotional fares initiatives and improvements to personal safety and security within the Gosport area are 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. Delivering measures including more punctual and reliable, later evening and new Sunday services, cheaper fares and a safer travel environment at bus stops and bus interchanges will help to make bus services in affected areas more attractive and affordable and lead to more journeys being made by bus, helping to provide an alternative travel choice to use of the private car and 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: 01198

Date of production of EIA for publication: 06/08/2026