

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 bus station/hub and bus/rail interchange improvements
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Bus Stations in Borough/District ownership and local bus infrastructure within the highway boundary.
Description of the service/policy/project/project phase	This Local Bus Authority Grant investment for 2026/27 and 2027/28 comprises capital improvements to improve the passenger waiting environment and bus information at bus stations, bus hubs and bus stops in the vicinity of railway stations 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, real time information screens, improved personal safety, wayfinding measures and improved customer information.

Engagement
Engagement has been carried out with users of Fareham and Gosport bus stations. Engagement has been carried out with bus operators to inform the proposed improvements at bus stations and bus hubs that their services use. Engagement has been carried out with South Western Railway to inform the improvements that are planned to bus/rail interchange.

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. Around one in three bus journeys in Hampshire are made by concessionary pass holders (aged 67 and over). Capital investment in improved waiting environments at bus stations and interchange hubs will help to improve the attractiveness of travelling by bus. This and improved travel information through new real time information screens at bus stands/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 waiting environments at bus stations and bus interchange hubs and at bus shelters that serve rail stations and providing better information at these locations 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	
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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 the waiting environment at bus stations and bus interchange hubs and bus stops serving rail stations 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 improve the waiting environment at bus stations and bus interchange hubs and bus stops serving rail stations 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 a more attractive and welcoming 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 the waiting environment at bus stations and bus interchange hubs and bus stops serving rail stations 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 the waiting environment at bus stations and bus interchange hubs and bus stops serving rail stations 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 to improve the waiting environment at bus stations and bus interchange hubs and bus stops serving rail stations 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 the waiting environment at bus stations and bus interchange hubs and bus stops serving rail stations 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 the waiting environment at bus stations and bus interchange hubs and bus stops serving rail stations 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	Lower income households are less likely to have access to a private car and are more likely to rely on bus. Investment in easier bus/rail interchange and better waiting facilities at bus stations and bus interchange hubs will make bus travel easier meaning more residents would be more attracted to catch the bus, therefore potentially reducing the cost of travel (compared to making the same journey by private car) and giving a positive financial impact to lower income households.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	Measures to improve the waiting environment at bus stations and bus interchange hubs and bus stops serving rail stations will provide reassurance and improve perceptions of personal safety and security that will be of benefit to bus users, including those making journeys to or from rural areas to or from these interchange locations, removing a barrier to making bus/rail multi-modal journeys to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.
Mitigation	

Geographical Impact:Eastleigh, Fareham, Havant, New Forest, Winchester

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: 01239

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