

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:	Local Bus Tenders for Hounsme Fields, Basingstoke Golf Course and Service 23
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Local bus service 23 in Bordon and a new bus service in Basingstoke.
Description of the service/policy/project/project phase	This decision is for the procurement of an existing local bus contract and the creation of a new local bus service.
New/changed service/policy/project	The decision will ensure that service levels remain the same for Bordon. A new service will also be provided in Basingstoke.

Engagement
No engagement or consultation has been carried out.

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. The addition of school transport for Oakmoor School provides a positive impact on the protected characteristic of Age due to the provision for students of an option for passenger transport.
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. The new Hounsme Fields / Basingstoke golf course service will provide those with this protected characteristic with a new option for passenger transport.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any service changes will have a neutral impact on this particular group.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral

Rationale	Data suggests those that fall under the protected characteristic of pregnancy and maternity are more likely to travel by bus than others. The new Hounsme Fields / Basingstoke golf course service will provide those with this protected characteristic with a new option for passenger transport.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	Data suggests those that fall under the protected characteristic of race are more likely to travel by bus than others. The new Hounsme Fields / Basingstoke golf course service will provide those with this protected characteristic with a new option for passenger transport.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any service changes will have a neutral impact on this particular group.
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. The new Hounsme Fields / Basingstoke golf course service will provide those with this protected characteristic with a new option for passenger transport.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any service changes will have a neutral impact on this particular group.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Any service changes will have a neutral impact on this particular group.
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. The new Hounsme Fields / Basingstoke golf course service will provide those with this protected characteristic with a new option for passenger transport, 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	The new Hounsme Fields / Basingstoke golf course service will provide those with this protected characteristic with a new option for passenger transport, including those making journeys to or from rural areas.
Mitigation	

Geographical Impact:Basingstoke and Deane, East 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: 01242

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