

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 Real Time Passenger Information (RTPI)
Related EIAs:	EIA Number: 1041
EIA for Savings Programme:	No
Service affected	Local bus services and public transport Real Time Passenger Information (RTPI).
Description of the service/policy/project/project phase	The Local Bus Authority Grant investment for 2026/27 comprises of capital improvements to improve at bus stop travel information, through installation of Real Time Passenger Information (RTPI) screens on parts of the bus network 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 install new Real Time Passenger Information bus departure information screens at bus stops in different areas of Hampshire.

Engagement

Consultation has already been carried out in previous grant rounds and this showed that this would be a welcome improvement.

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 better at-stop Real Time Passenger Information information screens will provide reassurance and a better waiting environment, helping to improve the attractiveness of travelling by bus. It will also help encourage 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 additional or upgraded Real Time Passenger Information screens at bus stops will make it easier for people with disabilities to travel by bus by providing improved service information, providing reassurance about the time when their bus they wish to catch will arrive. This will help support people with disabilities to use the bus more easily to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.
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 will provide reassurance and improve perceptions around the punctuality and reliability of bus travel that will be of general benefit to all bus users.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new or upgraded Real Time Passenger Information will 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. Capital investment to deliver improvements to information at bus stops 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.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on this protected characteristic is assessed as neutral. 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 from particular ethnic backgrounds. Measures to improve travel information at bus stops will provide reassurance and improve perceptions around the punctuality and reliability of bus travel 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 some bus stops will provide additional reassurance 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	The new or upgraded Real Time Passenger Information will have a particularly positive outcome for those groups who are statistically more frequent users of public transport including women. Capital investment to deliver additional or upgraded Real Time Passenger Information screens at bus stops will make it easier for women and girls to travel by bus by providing improved service information, providing reassurance about the time when their bus they wish to catch will arrive. This improved information and reassurance will help support females, including girls and young people to use the bus more easily to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.
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 at-stop bus running information 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 at-stop bus running information 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 to deliver additional or upgraded Real Time Passenger Information screens at bus stops will make it easier for people on lower incomes to travel by bus by providing improved service information, providing reassurance about the time when their bus they wish to catch will arrive. This will help support people on lower incomes to use the bus more easily to access work, education, training, healthcare and support groups, recreational activities and opportunities for social interaction.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	93% of Hampshire's bus network is operated commercially. Much of the 7% of the supported bus network that is run under contract to the County Council is focused on serving rural communities. Limited public transport in rural areas of Hampshire can make it difficult to access workplaces and services, especially for the elderly, less mobile and young people. For households without access to the private car, this limited bus provision can result in increased social isolation. The provision of improved bus stop Real Time Passenger Information screens would mostly be focussed on urban areas of Hampshire. Given that the majority of benefits accruing to bus users from the additional or upgraded bus departure screens will not be applicable to rural areas of Hampshire the impact of the improvements on this characteristic has been assessed as neutral.
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: 01193

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