

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:	BSIP+ Spend on support for Andover Bus network and improved information for operators on roadworks
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Local bus services.
Description of the service/policy/project/project phase	Government grant Funding for Hampshire's Bus Service Improvement Plan is being provided to the County Council by the Department for Transport, for the financial years 2023/24 and 2024/25. This funding will total circa £7.2 million over the two years. The funding is to be spent on delivering the objectives set out in Hampshire's Bus Service Improvement Plan, and to maintain existing bus services that require financial support. This EIA deals with two projects that promote increased use of Hampshire's bus network by encouraging people to travel in a more sustainable way, and highlighting the benefits of travelling by bus for people who may struggle 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 first project provides commercial support funding for Andover Town bus services, and ensures a reliable and stable bus network that meeting the needs of bus users in Andover, ahead of the introduction of a redesigned town bus network. The second project seeks to improve the quality and timeliness of information to bus operators about forthcoming roadworks and streetworks affecting Hampshire's bus network. Both will be delivered through the Hampshire Enhanced (Bus) Partnership.

Engagement	
<p>The commercial support funding for commercial bus services operated in Andover town provided funding for the continuation of the pattern of existing bus routes for the duration of 12 months, in order for the bus operator Stagecoach to undertake a process of network redesign that would ensure a more efficient use of vehicles to meet need. This period of commercial support funding enabled bus users to benefit from a stable and unchanged bus network and no changes to the timetable frequencies or times of day that these bus services operated over.</p> <p>The funding for a 12-month pilot period for providing Hampshire bus operators with access to software that gives them better warning of planned roadworks and streetworks within Hampshire is not expected to result in any significant changes to people in protected characteristics groups, as it won't avoid bus route diversions. As a result of the software, bus users may find out earlier in advance about road closures and diversionary routes to bus routes. As the incidences of road closures or roadworks on bus routes are not going to reduce, it is about improving the flow of information to operators, this project is not anticipated to make things better or worse for bus users.</p>	

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The support to provide a stable network of bus services in Andover town and funding to improve information supplied to bus operators on forthcoming roadworks will be of benefit to bus users. It is 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 support to provide a stable network of bus services in Andover town and funding to improve information supplied to bus operators on forthcoming roadworks will be of benefit to bus users. It is 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 support to provide a stable network of bus services in Andover town and funding to improve information supplied to bus operators on forthcoming roadworks will be of benefit to bus users. It is 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 support to provide a stable network of bus services in Andover town and funding to improve information supplied to bus operators on forthcoming roadworks will be of benefit to bus users. It is 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 support to provide a stable network of bus services in Andover town and funding to improve information supplied to bus operators on forthcoming roadworks will be of benefit to bus users. It is expected to have a particularly positive outcome for those groups who are statistically more frequent users of public transport including those on lower incomes.
Mitigation	

Rurality

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

Geographical Impact:All Hampshire

Equality Statement

Additional information:

Investment in commercial support for bus routes in Andover town and to improve information to bus operators about forthcoming roadworks and utilities street works will complement a number of other measures to be delivered as part of Hampshire's BSIP, including bus service enhancements, better passenger waiting facilities, measures to speed up bus journeys through congested traffic, Demand Responsive Transport in some rural areas and more real time information screens.

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:

The commercial support funding for commercial bus services operated in Andover town provided funding for the continuation of the pattern of existing bus routes for the duration of 12 months, in order for the bus operator Stagecoach to undertake a process of network redesign that would ensure a more efficient use of vehicles to meet need. This period of commercial support funding enabled bus users to benefit from a stable and unchanged bus network and no changes to the timetable frequencies or times of day that these bus services operated over.

The funding for a 12-month pilot period for providing Hampshire bus operators with access to software that gives them better warning of planned roadworks and streetworks within Hampshire is not expected to result in any significant changes to people in protected characteristics groups, as it won't avoid bus route diversions. As a result of the software, bus users may find out earlier in advance about road closures and diversionary routes to bus routes. As the incidences of road closures or roadworks on bus routes are not going to reduce, it is about improving the flow of information to operators, this project is not anticipated to make things better or worse for bus users.

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