

Equality Impact Assessment

Directorate: Highways / Environment	
Service: Public Transport / Transport Planning	
Name of Officer/s completing assessment: Charlotte Marshall	
Date of Assessment: 28/05/25	
Name of service/function or policy being assessed: Bus Service Grant Funding Spend	
1.	To Allocate Department for Transport (DfT) bus grant funding to improve local bus services within the borough. This may include upgrades to infrastructure (e.g. shelters, RTPI displays), increase frequency, service route extensions, vehicle quality, route coverage, passenger safety, and accessibility. It supports delivery of key priorities outlined in the Bus Service Improvement Plan (BSIP) and Enhanced Partnership (EP) with local bus operators.
2.	The Implementation of the bus service grant funding will be delivered by the Public Transport and Infrastructure team at Slough Borough Council in collaboration with external bus operators under the Enhanced Partnership agreement. Project delivery may also involve support from the Council's Procurement, Highways, and Communication team, as well as third-party contractors (e.g. for shelter installation, signage, or RTIP upgrades). Oversight will be maintained by the Transport Planning team to ensure compliance with funding conditions and equality outcomes.
3.	The proposal will affect a wide range of residents, visitors, and service users within the borough, including internal and external stakeholders. Those affected may include: <ul style="list-style-type: none"> • Local Residents, particularly in areas underserved by current bus provision. • Public transport users, including young people, older people, and people with disabilities. • Children & Families, especially those reliant on bus services for school journeys. • Low-income households, facing transport poverty • Key workers and shift workers, who rely on early/late services • Bus Operators, and transport staff • Community and equalities groups • Businesses and local employers, relying on reliable transport access

	<p>Age: Positive impact, especially for elderly people and school-aged children who rely heavily on bus services.</p> <p>Disability: Positive impact through investment in accessible vehicles and infrastructure (e.g. low-floor buses, audio/visual RTPi).</p> <p>Gender Reassignment: Neutral, with no direct or indirect discrimination anticipated.</p> <p>Marriage and Civil Partnership: Neutral.</p> <p>Pregnancy and maternity: Positive; improved access and safer waiting environments will benefit those travelling with prams or children.</p> <p>Race: Positive; enhancements support diverse communities that have higher reliance on public transport.</p> <p>Religion and Belief: Neutral, though consideration will be given to access to places of worship or events.</p> <p>Sex: Neutral to positive; improvements in safety, frequency, and lighting may encourage more women to use services, particularly during evenings.</p> <p>Sexual orientation: Neutral</p> <p>Other:</p>
4.	<ul style="list-style-type: none"> • Improves accessibility: Introduction of low-floor, wheelchair-accessible buses and upgraded shelters benefits disabled users and those with mobility issues. • Enhanced safety and comfort: Better lighting, shelters, and RTPi displays improve safety and experience for all, especially women, older people, and parents with young children. • Greater affordability and reach: The funding supports services that connect deprived areas, helping low-income households access employment, education and healthcare. • Environmental benefits: Cleaner buses support public health and climate goals, which positively impact all groups, especially those in high-pollution areas. • Service frequency and reliability: Reducing long waiting times and missed connections particularly benefits elderly users, shift workers, and pupils relying on scheduled travel. • Social inclusion: Helps people without access to a car engage in the local economy, attend appointments, and maintain social networks.
5.	<ul style="list-style-type: none"> • Route/service changes: If funding leads to network adjustments (e.g. rerouting), some users may feel disadvantaged. This can impact older or disabled people if alternative stops are further away. • Temporary disruption during implementation: Infrastructure works may cause temporary inconvenience for regular passengers, particularly those with mobility needs or parents with prams. • Digital exclusion: Heavy reliance on real time information or online updates may disadvantage those without access to smartphones or internet, particularly older adults or low-income residents.

6.	<p>Yes. The assessment is informed by:</p> <ul style="list-style-type: none"> • BSIP consultation response • Concessionary travel data • Passenger boarding data • Complaints and service reports from operators <p>This has allowed us to prioritise funding towards areas and groups most in need of improved public transport provision.</p>
7.	<p>Yes. Consultation has been taken place via:</p> <ul style="list-style-type: none"> • Enhanced Partnership board meetings with local operators • Local bus user complaints and suggestions • Internal staff discussions across Transport and Town planning. <p>The feedback helped us to identify key service gaps, accessibility issues, and community priorities that have shaped the proposed spend.</p>
8.	<p>Yes. The policy is expected to have a positive impact on community relations by addressing long-standing transport access inequalities and helping marginalised groups feel more connected and supported. Improved bus services can increase community cohesion by making it easier for residents to participate in local activities, services, and life.</p>
9.	<ul style="list-style-type: none"> • Ongoing communication with affected users and operators if any route/service changes are made • Provision of clear signage and temporary alternatives during infrastructure works • Ensuring physical bus stop changes consider access needs (e.g. dropped kerbs, tactile paving) • Providing printed timetables and updates in accessible formats to mitigate digital exclusion • Data monitoring post-implementation to review impact by demographic and area.

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| 10. | <p>The impact of the bus grant-funded proposals will be monitored through a combination of qualitative and quantitative methods. These include:</p> <ul style="list-style-type: none">• Quarterly performance reviews: With bus operators via the Enhanced Partnership Board to assess delivery.• Passenger satisfaction surveys: To gather feedback from different demographic groups, including those with protected characteristic.• Monitoring of complaints and compliments: received via Council and bus operators, with trends tracked and analysed.• Ongoing engagement with community and equality groups: To review the impact and incorporate lived experience.• Annual review reports: Compiled by Council's Public Transport Team.• DfT report: DfT require regular progress reports as part of grant conditions, which will include updates. These reports will be used to demonstrate that the funding is being used effectively and inclusive, and to identify any areas for improvement. |
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What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Charlotte Marshall

Signed: _____ (Person completing the EIA)

Name:

Signed: (Policy Lead if not same as above)

Date: