



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:	Procurement of Sexual Violence Services
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Sexual Violence Services, specifically The Independent Sexual Violence Advisor Service (ISVA) and the Rape and Sexual Assault Counselling Services (RASAC)
Description of the service/policy/project/project phase	<p>The Independent Sexual Violence Advisor Service (ISVA) is an all-age service for children, young people and adults of any gender, providing practical/emotional support and advice to those who have experienced rape, sexual abuse, assault, violence or sexual exploitation at any point in their lives, irrespective of whether they have reported to the police. (This will be referred to as rape or sexual abuse hereafter). The ISVA support includes supporting individuals reporting a crime if they wish to do so and providing support throughout the criminal justice process. The Rape and Sexual Assault Counselling Service (RASAC) service provides a telephone helpline, face to face counselling services and support activities and groups for people who have experienced rape or sexual abuse/violence at any time in their lives.</p>
New/changed service/policy/project	<p>The NHS England and Improvement, Clinical Commissioning Groups, Local Authorities and the Office for the Police and Crime Commissioner (OPCC) are jointly responsible for the commissioning of an integrated response to sexual violence and rape to meet the needs of local populations. As a whole system concern, the sexual violence support services cannot be neatly categorised as a primary health, public health, mental health, social care or police issue. This can make the identification of commissioning responsibilities complex. The County Council currently commissions 4 RASAC services (jointly funded by the CCGs and NHS England and Improvement (NHS E&I)) and 1 ISVA service (jointly funded by the OPCC and Portsmouth City Council). These contracts come to an end in March 2022. It is now planned that HCC commissioned RASAC services, along with additional services currently commissioned by the OPCC, come together into one contract be commissioned directly by OPCC. Although the County Council currently holds the main ISVA contract and has historically led on the commissioning and procurement of this service, the Council is a minor funding partner and overarching responsibility for victim support sits with the OPCC. HCC will continue to lead on the procurement but the Commissioning and holding of the main ISVA contract will move to OPCC and will include SCC as well as the current HCC and PCC provision. HCC's funding</p>

contribution will change to a grant which is awaiting formal approval. The geographical scope is across the pan Hampshire area but excluding the Isle of Wight who have commissioned services independently.

Engagement

Stakeholder consultation was carried out in April 2021 via an online survey. The respondents were from people who had used ISVA services, professionals who have or are working in services, professionals who refer clients or professionals with an interest in services.

48.8% of responders agreed with the proposal to bring existing services together, 27.9% did not agree and 23.3% neither agreed nor disagreed/other..

Of those professionals referring to the service, 90.9% found it easy to refer to the service, 9.1% did not find it easy.

Respondents also commented on having a single point of access, easier referral pathways and providing additional staff across the county.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new ISVA and RASAC services will bring together existing services into one contract and be an all age service available to adults, children and young people. The provider will have a pool of workers including CYP ISVAs to ensure that individuals are matched appropriately with a worker according to their age and will be offered relevant and appropriate support according to their needs.

Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In the last quarter, of 174 ISVA referrals, 21 had a physical or sensory disability, 12 had a learning disability, 7 had a long term condition and 83 had a mental health condition.</p> <p>In the last quarter, of 235 RASAC referrals (not including NHSE&I), 13 had a physical or sensory disability, 13 had a learning disability, 74 had a mental health condition, 20 had multiple disabilities.</p> <p>The new ISVA and RASAC services will bring together existing services into one contract and will continue to be accessible to people with disabilities. The provider will ensure services are accessible according to individual need and will offer relevant and appropriate support.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The service will continue to respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are</p>

	treated fairly, with dignity and respect appropriate to their needs. Where people are identified they will continue to be supported appropriately and signposted to appropriate groups locally.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Pregnancy is a risk factor for individuals accessing this service, those affected will be supported appropriately. However changing commissioning arrangements for these services should not impact on the support available for this protected characteristic group.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The service will continue to respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. Race and cultural issues will be taken into account to ensure the most appropriate service and support is offered.</p> <p>Other than White British (67.2%), the largest numbers accessing the ISVA service in the last quarter were White European/Irish/Other (2.3%), African/Caribbean/Black British (4.6%) and Asian/Asian British (0.6%).</p>

Mitigation	
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Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The service will continue to respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. Religion and beliefs will be taken into account to ensure the most appropriate and suitable support is offered.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	ISVA and RASAC services will continue to support both women and men who who have experienced rape, sexual abuse, assault, violence or sexual exploitation at any point in their lives. In the last quarter, only 4.6% of those who accessed the ISVA service were men but a male ISVA will continue to be available for anyone using the service.
Mitigation	

Sexual Orientation

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	In the last quarter, 9.2% of people referred into the ISVA service, identified themselves as Lesbian, Gay or Bisexual. However, an additional 44% either did not state or identified as Other. Both the ISVA and RASAC services will continue to support people in this protected characteristic group to ensure the most appropriate service and support is offered and signpost to other appropriate services.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both the ISVA and RASAC services will continue to support people in this group to ensure the most appropriate service and support is offered.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Both the ISVA and RASAC services will continue to support people in this group to ensure

	the most appropriate service and support is offered and that individuals are signposted to other services for further support where appropriate.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The new services will continue to offer support across all areas of the county through a variety of methods and will be contactable via helpline, email, website and social media. They will also continue to offer face to face services which people can access easily across all areas of the county via private or public transport.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

Most of the impacts recorded for these services are neutral due to the same service offers continuing, with few changes for individuals using the services. The main changes will be to the commissioning arrangements which will bring together funding of current same/ similar services. This should enable future services to take a more consistent countywide approach and for resources to be used more flexibly and allocated where they are most needed.

The impacts will be monitored via contract monitoring meetings by all funding partners.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00097

Date of production of EIA for publication: 17/08/2021