



## 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:	Demand Management & Prevention September 2021 Exec Submission
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	None - this is a new service to be introduced
Description of the service/policy/project/project phase	The proposed grant provides one on one support to in-patients with acute mental health issues at the Mulberry facility in Winchester.
New/changed service/policy/project	One on One support will be given around finance, benefits and support with life issues to remove some of the triggers to relapse and reduce the overall incidence of acute mental health episodes in users of the service. The service seeks to work with participants strengths to ensure the greatest benefits.

Engagement
Consultation taken with staff at the facility concerned. Citizens Advice has a great deal of experience dealing with people in financial difficulty and understand the impact which this can have on peoples mental health.

#### Equalities considerations - Impact Assessment

#### Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The service is open to all age groups and aims to support people with acute mental health issues irrespective of age.

Mitigation	
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## Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The service seeks to support people with acute mental health issues both pre and post discharge from the Mulbury facility in Winchester. One of the biggest triggers for acute mental health episodes is financial difficulty and debt which this project seeks to overcome. Support will be given in applying for and managing benefits, managing debt levels and teaching money management skills . The outcomes of the project are seen as being better mental health outcomes for participants, a reduction in frequency of acute mental health relapses and a greater quality of life.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The service is open to all genders and aims to support people with acute mental health issues irrespective of gender or gender reassignment.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The service is open to all and aims to support people with acute mental health issues irrespective of whether they are pregnant or not.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The service is open to all race groups and aims to support people with acute mental health issues irrespective of race
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The service is open to all religious groups and aims to support people with acute mental health issues irrespective of religion

Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The service is open to all genders and aims to support people with acute mental health issues irrespective of sex
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The service is open to all sexual orientations and aims to support people with acute mental health issues irrespective of sexual orientation
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral

Impact on staff	Neutral
Rationale	The service is open to all groups and aims to support people with acute mental health issues irrespective of marriage status
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The service seeks to support people with acute mental health issues both pre and post discharge from the Mulbury facility in Winchester. One of the biggest triggers for acute mental health episodes is financial difficulty and debt which this project seeks to overcome. Support will be given in applying for and managing benefits, managing debt levels and teaching money management skills . The outcomes of the project are seen as being better mental health outcomes for participants, a reduction in frequency of acute mental health relapses and a greater quality of life.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	N/A - this services is based out of a facility in Winchester and the urban/rural location of participants will not be relevant

Mitigation	
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Geographical Impact:Winchester

## Equality Statement

Additional information:

none

## Overview Statement:

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

EIA reference number: 00113

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