



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:	Adults Health Exec Submission (Sept 2021) - Learning Disability Grant Stream
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	None as this is a new service
Description of the service/policy/project/project phase	The service is a new grant stream to fund projects which will support connecting residents with a learning disability to pre existing local services.
New/changed service/policy/project	The Learning Disability (LD) Connector Grant is a new grant stream which aims to fund organisations to connect adults living with Learning Disabilities to the expanding services available to them in the local community. These connections will allow for users of the service to become more independent, connected to their community and to build the skills they wish to as part of a Strength Based Approach which focuses on what a participant can do and the support which can be given to expand this. There are other services that provide connector-type provision for other service areas such as Older Adult and younger adults with a physical disability or with poor mental health. Engagement has identified a potential need for such a service for younger adults with a learning disability which through funding provided by this grant stream further evidence will be able to be gathered to ascertain whether such a service will be useful in this service area.

Engagement
<p>The focus and criteria for the Learning Disability Connector Grant has been shaped by engagement with local stakeholders, Hampshire County Council community teams and the users of services themselves. This engagement has identified that whilst provision exists many potential users of these services are unaware of how to access them or lack the confidence to do so independently.</p> <p>The engagement with the Learning Disability staff with responsibility for commissioning who have identified a specific need for these initiatives in the areas of Hart and Rushmoor. This grant represents an opportunity for Adults Services to pilot this approach across a limited number of districts to effectively assess its impact. A robust monitoring and evaluation process is in place and takes into account the views of users of the service and Hampshire County Council local teams who will be engaged throughout the evaluation process.</p>

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The Learning Disability Grant Scheme will seek applications for projects which will support residents with a leaning disability to make connections to pre-existing local services to support independent living and social connectivity. This will be done irrespective of the participants age and will deliver to the individuals needs in line with a strengths based approach. The connector services funded will link service users to services that meet their needs which may include linking them to services suited to their age if relevant and appropriate.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The purpose of the grant is to allow local organisations and the voluntary sector to propose projects which will seek to connect adults with Learning Disabilities into the existing services in the community. Studies and anecdotal evidence from the community suggest that whilst projects and services exist, barriers to participation prevent them being used in greater numbers by people with learning disability. This grant stream seeks to fund projects to break down two specific barriers; lack of knowledge of the projects and services available and lack of confidence in initiating and attending them. Projects will be require to support users end to end, helping identify services which could benefit them but also support in building confidence, enabling them to attend. The connector services funded will link service users to services that meet their needs which may include linking them to services suited to</p>

	their other needs and disabilities (including physical) if relevant and appropriate.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Learning Disability Grant Scheme will seek applications for projects which will support residents with a leaning disability to make connections to pre-existing local services to support independent living and social connectivity. This will be done irrespective of the participants gender identity or gender reassignment and will deliver to the individuals needs in line with a strength based approach. The connector services funded will link service users to services that meet their needs which may include linking them to services suited to gender reassignment if relevant and appropriate.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Learning Disability Grant Scheme will seek applications for projects which will support residents with a leaning disability to make connections to pre-existing local services to support independent living and social connectivity. This will be done irrespective of the participant being pregnant and will deliver to the individuals

	needs in line with a strength based approach. The connector services funded will link service users to services that meet their needs which may include linking them to services suited to pregnancy and maternity if relevant and appropriate.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Learning Disability Grant Scheme will seek applications for projects which will support residents with a leaning disability to make connections to pre-existing local services to support independent living and social connectivity. This will be done irrespective of the participants race and will deliver to the individuals needs in line with a strength based approach. The connector services funded will link service users to services that meet their needs which may include linking them to services suited to their race if relevant and appropriate.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Learning Disability Grant Scheme will seek applications for projects which will support residents with a leaning disability to make connections to pre-existing local services to support independent living and social connectivity. This will be done irrespective of the participants religion and will deliver to the individuals needs in line with a strength based approach. The connector services funded will link service

	users to services that meet their needs which may include linking them to services suited to their religion or belief if relevant and appropriate.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Learning Disability Grant Scheme will seek applications for projects which will support residents with a learning disability to make connections to pre-existing local services to support independent living and social connectivity. This will be done irrespective of the participants sexual orientation and will deliver to the individuals needs in line with a strength based approach. The connector services funded will link service users to services that meet their needs which may include linking them to services suited to their sex if relevant and appropriate.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Learning Disability Grant Scheme will seek applications for projects which will support residents with a learning disability to make connections to pre-existing local services to support independent living and social connectivity. This will be done irrespective of the participants marriage or civil partnership status and will deliver to the individuals needs in line with a strength based approach. The connector services funded will link service users to services that meet their needs which may include

	linking them to services suited to their sexual orientation if relevant and appropriate.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Learning Disability Grant Scheme will seek applications for projects which will support residents with a learning disability to make connections to pre-existing local services to support independent living and social connectivity. This will be done irrespective of the participants marriage or civil partnership status and will deliver to the individuals needs in line with a strength based approach. The connector services funded will link service users to services that meet their needs which may include linking them to services suited to their marital or civil partnership status if relevant and appropriate.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The Learning Disability Grant Scheme will seek applications for projects which will support residents with a learning disability to make connections to pre-existing local services to support independent living and social connectivity. Whilst there is the potential to link those who need advice around money management and benefits support to organisations who will provide this service, this is anticipated to be a limited element of the overall service. The connector services funded will link service

	users to services that meet their needs which may include linking them to services to assist in support for those on low incomes if relevant and appropriate.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Owing to the location of the project and the districts covered there will be no impact on rurality.
Mitigation	

Geographical Impact:Hart, Rushmoor

Equality Statement

Additional information:

Whilst the approval of this Exec Paper and Grant Stream will delegate authority for the approval of any successful applications we will conduct another Equalities Impact Assessment on the project or projects which are selected from LD Connector Grant. This will enable more detailed response as to how the services recommended for funding will meet and respond to the equality needs of potential service users.

Overview Statement:

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

EIA reference number: 00114

Date of production of EIA for publication: 13/09/2021