



## 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:	Grant to Office of the Police and Crime Commissioner (OPCC) for Appropriate Adult Service
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Grant to the OPCC to contribute to a new Appropriate Adult Service in Hampshire, Isle of Wight and Southampton as the existing service and contract has come to an end. A grant to the OPCC to contribute to an Appropriate Adult Service in Hampshire, Isle of Wight and Southampton is a continued commitment to such a service and it's importance. The Appropriate Adult service will have an overall positive impact on vulnerable groups in that it protects their rights and welfare when arrested or making statements to the Police as a witness or victim of crime.
Description of the service/policy/project/project phase	An Appropriate Adults Service for vulnerable adults is there to help and ensure that vulnerable adults are treated fairly when the police suspect them of committing an offence. They reduce the risk of miscarriages of justice as a result of evidence being obtained from vulnerable adults in ways which, by virtue of their vulnerability, might lead to unsafe convictions. The National Appropriate Adult Network (NAAN) national standards give detailed guidance around diversity and being compliant with all requirements of, and the principles behind the Equality Act 2010. The Appropriate Adult service will meet all standards as set out in the NAAN national standards. 2018_NAAN_Standards.pdf: <a href="https://www.appropriateadult.org.uk/downloads/national-standards">https://www.appropriateadult.org.uk/downloads/national-standards</a>
New/changed service/policy/project	A new grant to the OPCC to contribute toward an Appropriate Adult Service in Hampshire, Isle of Wight and Southampton. The OPCC will contract directly with the service provider with relevant financial contributions made by partners. This grant will provide the contribution for Hampshire County Council.

Engagement	
	Extensive engagement with the OPCC. The OPCC will hold the contract with the service provider, with Hampshire County Council making relevant financial contributions to the service. Hampshire County Council will receive contract monitoring information from the OPCC.

Equalities considerations - Impact Assessment

Age

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The National Appropriate Adult Network (NAAN) national standards give detailed guidance around diversity and being compliant with all requirements of, and the principles behind the Equality Act 2010. The Appropriate Adult service will meet all standards as set out in the NAAN national standards. <a href="#">2018 NAAN Standards.pdf</a></p> <p>This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their age.</p>
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their disability.</p> <p>The Service Specification requires the provision of well trained Appropriate Adults, with knowledge of mental health, learning disability, autism and substance misuse. The Appropriate Adults can evidence having completed or working towards training which covers the tier 2 of the Core Capabilities Framework for Supporting Autistic People (Department of Health and Social Care).</p> <p>The Service Specification for the service places a duty on the service provider to promote Police awareness and understanding of appropriate services, such as Liaison and Diversion services, or services applicable to people with mental health issues, learning disability, autism, substance misuse or other disability. The service provider also has a duty to advise the Police when provision of an interpreter, including British Sign Language, should be made in addition to an Appropriate Adult.</p> <p>Further, the service provider will use an accessible 'Easy Read' feedback questionnaire for people who have used the service.</p>

Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their gender reassignment.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their pregnancy or maternity.
Mitigation	

## Race

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their race.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their religion or belief.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their sex.

Mitigation	
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## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their sexual orientation.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to their marriage or civil partnership status.
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral

Rationale	This service will apply to all vulnerable adults who require the service, including those with a protected characteristic in relation to poverty. This service is free at the point of access and non-chargeable.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The service will be delivered in the relevant custody suite irrespective of where the vulnerable adult lives within the County.
Mitigation	

Geographical Impact:All Hampshire

## 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:

A grant to the OPCC to contribute to an Appropriate Adult Service in Hampshire, Isle of Wight and Southampton is a continued commitment to such a service and its importance. The AA service will have a positive impact on vulnerable groups in that it protects their rights and welfare when arrested or making statements to the Police as a witness or victim of crime.

The National Appropriate Adult Network (NAAN) national standards give detailed guidance around diversity and being compliant with all requirements of, and the principles behind the Equalities Act 2010. The AA service will meet all standards as set out in the NAAN.

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