



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:	Corporate Infrastructure Grant EIA
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	<p>This EIA pertains to the proposal to continue Hampshire County Council (HCC) funding the Voluntary Sector Network (CVS) and Citizens Advice Hampshire (CitAH) for an additional period of 12 months. This Executive Decision Day proposal will maintain the funding of the current service provision for an additional year under the terms of the Corporate Infrastructure Grant.</p>
Description of the service/policy/project/project phase	<p>The proposal within the Executive Member Decision paper seeks funding for 12 months which will allow The County Council to corporately support the ongoing vibrancy and sustainability of the CVS and CitAH network in Hampshire through infrastructure support funding. Infrastructure support is concerned with: * identifying needs and facilitating improvement in service provision across the Sector – to promote efficiency and reduce duplication; * assisting local organisations to function more effectively – so that they successfully meet their charitable objectives and secure sustainability; * facilitating effective communication, networking and collaboration amongst local groups and communities, including by promoting and developing voluntary action; and * supporting local organisations to influence policies, plans and practices that have an impact on their organisations and beneficiaries and, in so doing, ensuring there is a strong voice for the Sector. This same amount of grant funding was awarded in the last financial year under the Corporate Infrastructure Grant and this paper seeks to continue this funding in light of the value the CVS and CitAH networks provide across Hampshire. The additional 12 months funding provided under the Corporate Infrastructure Grant will allow for the maintenance of vital infrastructure that has a positive impact on equality and enables HCC to fulfil their duty to promote equality of opportunity across the county. However whilst the funding proposed in this Decision Paper is matched to that of the grant coming to a close, HCC seek to leverage connections to and engagement with the CVS and CitAH providers to advance further the benefits to enhance the diverse community and voluntary sector which we have here in Hampshire. This will include but is not limited to, increasing and promoting inclusive networks, ensuring accessibility on an equal basis to council run services and the adaptation of existing services to take account of post-covid realities.</p>
New/changed service/policy/project	This Executive Decision Day proposal seeks to providing

funding for the Hampshire CVS network and CitAH, under the banner of the Corporate Infrastructure Grant for an additional period of 12 months. The amount of money provided is matched to that provided in the 2021/2022 financial year and seeks similar provision and outcomes as the last award under this grant stream. The maintenance of funding for community infrastructure supports the broad intentions of their work to have a positive impact in terms of equality.

Engagement

Throughout the period of the last grant awarded under the Corporate Infrastructure Grant (2021/2022) monitoring was undertaken to assess the benefits, outcomes and value which this funding delivered, both for the County Council and for users of services across Hampshire.

Through consultation with the County Council Local Teams, Public Health and Health Partners, the value which the Corporate Infrastructure Grant has provided through the last 18 months of the Covid-19 pandemic has been demonstrated which is why we seek to continue this for an additional period.

The County Council's infrastructure funding has enabled the Hampshire CVS Network and CitAHto:

- * Establish (in partnership with the County Council and district partners) the District Local Response Centres to support individuals who were shielding during the first wave of the pandemic;
- * Facilitate an increase in both formal and informal volunteering across Hampshire's communities, and with County Council services;
- * Engage with the County Council's welfare response to provide support throughout the year for some of Hampshire's most vulnerable residents;
- * Contribute to the Hampshire and Isle of Wight Local Resilience Forum as active partners;
- * Provide support and guidance on the recovery/restart of voluntary and community organisations forced to close during lockdown; and
- * Help the VCS secure over £1.2million in funding
- * Increase the amount of financial advice and support given to residents of Hampshire in light of Covid driven financial difficulties.

From this monitoring and evaluation of the current grant, coupled with consultation and discussion with partners, another Corporate Infrastructure Grant for the financial year 2022/23 will provide much needed support, particularly to older adults, people with disability and people with a minority ethnic background in the UK who are likely to have experienced a great impact during COVID-19, as Hampshire seeks to rebound from the pandemic.

Consultation and engagement between HCC and CitAH/CVS will continue throughout the duration of this grant, as part of the regular monitoring meetings between the various Chief Executives and the County Council Deputy Chief Executive. These meetings determine progress of the grant against the Public Sector Equality Duty and will be used to raise specific issues as they arise - ensuring that this provision is responsive to changing situations and the needs of individual groups.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grant for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>The current Corporate Infrastructure Grant supports a wide range of organisations in providing support to and services for older adults living across Hampshire. 16% of persons helped under the 2021/2022 Corporate Infrastructure Grant were over the age of 70 and support was given in a wide range of areas, from debt management and support to travel and housing issues.</p> <p>The approval of the grant contained within this report will allow this support to continue and be of benefit to the defined group for an extended period, with regular dialogue ensuring that the provision reflects the ever changing needs of this group, particularly in recovery from COVID-19, and maximises value and so has been rated 'positive'.</p>
Mitigation	

Disability

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grants for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>The current Corporate Infrastructure Grants supports a wide range of organisations in providing support to and services for adults living with a disability. In the past 12 months 6% of those supported under the terms of this grant identified themselves as having a disability (in line with Hampshire averages). In addition to this 28% of those supported considered themselves to have a long- term health condition (in excess of the Hampshire averages). The CVS network work with a number of disability advocate and support organisations which help to ensure support for those classified under this protected characteristic. Further to this CitAH support local offices of their organisation to support those with disabilities to apply for the benefits they entitled to and ensure that they are in receipt of all their entitlements in order to support independent living.</p> <p>The approval of the grant contained within this report will allow this support to continue and be of benefit to the defined group for an extended period, with regular dialogue ensuring that the provision reflects the ever changing needs of this group, particularly in recovery from COVID-19, and maximises value and so has been rated 'positive'</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grants for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic</p>

	<p>under the terms of the current grant.</p> <p>Whilst there is no specific data for support given to those with a defined characteristic under the category of gender reassignment in the past 12 months, all provision and support given by the CVS and CitAH organisations is done on an inclusive basis and will continue to be so if the funding in this paper is approved.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grants for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>Whilst there is no specific data for support given to those with a defined characteristic under the category of pregnancy and maternity in the past 12 months, all provision and support given by the CVS and CitAH organisations is done on an inclusive basis and will continue to be so if the funding in this paper is approved. A significant number of residents were supported with their benefits, tax and housing needs in the last 12 months and a number of those were new mothers and families with new or expecting children and this support is set to continue.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grants for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>The approval of the grant contained within this report will allow this support to continue and be of benefit to the defined group for an extended period, with regular dialogue ensuring that the provision reflects the ever changing needs of this group, particularly in recovery from COVID-19, and maximises value and so has been rated 'positive'.</p> <p>Whilst there is no specific data for support given to those with a defined characteristic under the category of Race in the past 12 months, all provision and support given by the CVS and CitAH organisations is done on an inclusive basis and will continue to be so if the funding in this paper is approved. A significant number of residents were supported with their benefits, tax and housing needs in the last 12 months</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grants for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>Whilst there is no specific data for support given to those with a defined characteristic under the category of religion or belief in the past 12 months, all provision and support given by the CVS and CitAH organisations is done on an inclusive basis and will continue to be so if the funding in this paper is approved.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grants for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>In the last 12 months of the existing grant, data on the sex of those residents helped has been collected and showed that 58% were female and 42% were male. Whilst this is not completely aligned to the demographic split within Hampshire it is in line with what organisations typically report in terms of a gender split. It was possible for those who do not identify as a binary option of male or female to state their gender preference when this data was collected (though none chose to do so) and this is an option which will continue to be offered if this award is approved signed off, allowing people to accurately report how they identify in future monitoring.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grants for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>The approval of the grant contained within this report will allow this support to continue and be of benefit to the defined group for an extended period, with regular dialogue</p>

	<p>ensuring that the provision reflects the ever changing needs of this group and maximises value, and so has been rated 'positive'</p> <p>Whilst there is no specific data for support given to those with a defined characteristic under the category of sexual orientation in the past 12 months, all provision and support given by the CVS and CitAH organisations is done on an inclusive basis and will continue to be so if the funding in this paper is approved</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grant for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>Whilst there is no specific data for support given to those with a defined characteristic under the category of marriage/ civil partnership in the past 12 months, all provision and support given by the CVS and CitAH organisations is done on an inclusive basis and will continue to be so if the funding in this paper is approved. A significant amount of support has (and will continue to do so if this paper is approved) been given to couples (many of whom fall within a marriage or civil partnership) around tax, housing and benefits support.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grants for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p> <p>The current Corporate Infrastructure Grant supports a wide range of organisations in providing support to and services to those experiencing financial hardship and poverty. Within the last year 8879 residents of Hampshire were supported with debt management as well as 20,631 with benefits and tax credits enquiries. A portion of the money, if approved will be given to CitAH who specialise in offering financial support and guidance to those in poverty. This includes advice in applying for benefits, housing support and debt relief where appropriate.</p> <p>The approval of the grant contained within this report will allow this support to continue in its current form however it is anticipated in light of Covid-19 and its recovery, coupled with the changes to Universal Credit the total number of referrals for debt and poverty will increase and so the impact has been rated as positive</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This Executive Member decision paper seeks to continue the funding and provision under the 2021/2022 Corporate Infrastructure Grant for an additional 12 month period. There are no changes proposed to the provision or distribution of funds and if approved this grant will enable the County Council to continue to provide support for this protected characteristic under the terms of the current grant.</p>
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

Note - if approved, this grant and associated funding will be given to Community First which acts as the lead CVS for administration and monitoring purposes, with funds distributed by them across the county during the term of the grant.

Similarly the monies allocated to CitAH will be used to support the local chapters of this organisation, as required, in order to increase their efficacy, efficiency and reach.

Overview Statement:

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

EIA reference number: 00157

Date of production of EIA for publication: 08/03/2022