



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
Robert Stead	Service Development Officer Adults' Health and Care	robert.stead@hants.gov.uk Tel:TBA

Title:	Demand Management and Prevention Grants - Jan 2022 Exec Decision Day
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	<p>The Executive Member Decision Paper this EIA is linked to proposes the following: 1. The awarding of a grant for £60,000 for a one year period under the terms of the Neighbourhood Care and Support Grant 2. The awarding of a grant for £20,000 for a one year period under the terms of the Rural Connections Grant 3. The closure of the Autism Support Grant which is no longer required as the terms and objectives set forth in this grant have now been replaced with a contracted service.</p>
Description of the service/policy/project/project phase	<p>The Neighbourhood Care and Support Grant will enable an umbrella organisation to continue to provide advice and support to a network of smaller local organisations whose purpose is to: (i) Support vulnerable individuals in the community so that those individuals maintain their independence leading to a reduced demand for council services. (ii) To work with these neighbourhood organisations so that they understand local needs and develop support to meet those needs. The Rural Connections Grant will continue to enable the organisation to provide a service that develops and supports local volunteers in rural settings to provide information and advice for vulnerable adults in their communities, and to facilitate connections with other services and assets (e.g. community groups and buildings). In particular the focus would be on supporting people at risk of social isolation and loneliness as a result of the ongoing Covid-19 pandemic and associated restrictions. The Autism Support Grant has been awarded since March 2017 to fund services to support people with autism and their families before, during and post diagnosis with advice, guidance, signposting/support through referrals from the diagnostic services across Hampshire. The current awarded organisation benefitting from this grant is Autism Hampshire until 31 March 2022 from when it will become a contracted service with the same provision as was previously outlined in the grant.</p>
New/changed service/policy/project	<p>The two grants proposed are continuations of funding, awarding the same amount has been distributed under both of these grants in the past 12 months. There will be no changes to the terms or objectives for either of the grants. The closure of the Autism Support Grant is as a result of the same provision, outcomes and measures being delivered through a newly agreed contracted service. The new service replicates the provision which has been granted for many years under the terms of the</p>

Autism Support Grant and as such the grant stream is no longer required. As a result of the proposals contained within this Executive Member Decision Report we do not anticipate any changes to service provision, rather these are extensions to existing services.

Engagement

Both grants proposed for award have been awarded in previous years with the outcomes and benefits monitored in line with Adults' Health and Care objectives and commitments. Both projects funded under these grants have demonstrated value and benefit across Hampshire, particularly in light of the ongoing Covid-19 pandemic and therefore the decision was made to extend them by an additional year whilst a decision is reached on any future funding.

Consultation and engagement between HCC and the funded organisations will continue throughout the duration of these grants, as part of the regular monitoring meetings between the various lead representatives of the grant recipient organisations and County Council officers. 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.

The Autism Support grant has been monitored throughout the years of its award in line with departmental commitments and goals. Recently national policy on autism and how the Care Act should be applied was published that strengthened the case for information advice and guidance to be provided to adults and their families about what services and support they can access. As the Hampshire element of the grant funded service was fully funded by the County Council, it was determined that the service elements which have been provided by the Autism Support Grant could form a contracted Hampshire Information, Advice and Guidance Service. Consultation around this highlighted that the transfer of the service elements of the Autism Support Grant into a contracted service will provide additional stability, clearer performance monitoring of deliverables and outcomes and an ability for closer working between the County Council and the chosen provider. The contracted service has been awarded to Autism Hampshire, the current grant recipient, who will begin delivery of the contracted service on 1 April 2022.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months. 2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months. 2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. Further details of the potential positive impacts are available in the Equality Impact Assessment for the Autism Information, Advice and Guidance Service. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none">1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months.2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none">1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months.

	<p>2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis.</p> <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months. 2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months. 2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months. 2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months. 2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months. 2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>

Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months. 2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis. <p>As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>This EIA pertains to an Executive Member Decision Day Paper which seeks the following:</p> <ol style="list-style-type: none"> 1. A continuation of 2 grants which are currently actively funded for an additional period of 12 months, with the same criteria and provision as has been delivered in the prior 12 months.

2. The closure of the Autism Support Grant owing to the provision and outcomes of this now being delivered through a contracted service on a like for like basis.

As there is no change to intended provision or funding amounts there will be no additional or reduced benefits to any group or protected characteristic and as such the impact has been measured as neutral

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:

EIA reference number: 00174

Date of production of EIA for publication: 14/01/2022