



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: | SP23 To stop the funding for three Hampshire County Council adult social care grant schemes |
| Related EIAs: | EIA Number: EIA-AHC-DMPCU GRANTS-2021/04/30 |
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| EIA for Savings Programme: | Yes EIA-AHC-DMPCU GRANTS-2022/01/10 |
| Service affected | Adult Social Care Grants |
| Description of the service/policy/project/project phase | Adults' Health and Care (AHC) currently has an Adult Social Care Grants programme which provides grant funding each year to the Voluntary, Community and Social Enterprise sector in Hampshire to help deliver services that are targeted to adults most at risk of needing social care. Responsibility for managing this grant programme sits with the Demand Management and Prevention Change Unit (DMPCU). |
| New/changed service/policy/project | As part of the Savings Programme 2023, the proposal is to stop three Adult Social Care Grant Schemes: 1. Neighbourhood Care and Support Grant 2. Community Based Support Grant 3. Rural Connections Grant The above grants are funded through revenue funding and so the funding is available every year unless a decision is made to remove the budget (as per the consultation). The proposal does not relate to other grants currently awarded by DMPCU. Some of these remaining grants may have also stopped by April 2023 as they are funded from finite funding and when the budgets are fully used, the awards will stop |

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| Engagement |
| <p>The County Council's <i>Serving Hampshire Balancing the Budget</i> consultation (2021-2023) was held in Summer 2021 and sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap.</p> <p>Following a review of responses, in September 2021, the Hampshire County Council's Executive Lead Member for Adult Services and Public Health, agreed that the proposal to remove the grant budget used to directly fund the Adult Social Care grants programme should be subject to a 'stage two' public consultation in Spring 2022.</p> <p>Since then, engagement has been undertaken with a number of groups:</p> <ol style="list-style-type: none"> 1. All key stakeholders identified were emailed, notifying them of the Executive Member's decision. These included: <ul style="list-style-type: none"> o The voluntary organisations currently in receipt of the grants that could be affected: |



- MHA Communities Hampshire
- ♣ Age Concern Hampshire
- ♣ Good Neighbour Network

- - o CVS Network Organisations
 - o Action Hampshire
 - o Citizens Advice Hampshire (CitAH)
 - o Hampshire and Isle of Wight Community Foundation (HIWCF)
 - o Hampshire PEP
 - o District and Borough Council Community Leads
 - o District and Borough Council Chief Executives
 - o Carers Partnership Board
 - o Hampshire Leadership Forum
 - o Head of Strategy, Hampshire & IoW Partnership of Clinical Commissioning Groups
 - o British Red Cross
 - o Andover Mind
 - o Healthwatch
 - o All organisations currently in receipt of Local Solutions Grants

2. Verbal updates have been, or will be, provided to the following organisations:

- Key CCG Commissioners
- Carers Operational Group
- Hampshire Social Prescriber Network
- Hampshire Leadership Forum
- District and Borough Council Community Leads

3. Meetings have been held both with those that have approached us in response to the notification email and also those organisations we believe will either be most affected or represent organisations that could be affected.

- MHA Communities Hampshire
- Age Concern Hampshire
- Good Neighbour Network
- CVS representatives
- CitAH
- Action Hampshire
- Hampshire and Isle of Wight Community Foundation

4. We have contacted the current grant holders and asked about engaging with their service users. To date, the response has mainly been that the organisations will be in the best position to highlight the consultation to their service users / members although one organisation has said some support with a number of group face to face meetings would be welcomed.

5. We are currently in discussion with the current grant holders about the consultation formats they will require for service users and where to send any hard copies and leaflets, to ensure all services users interested in participating are able to access the consultation.

6. We are currently compiling a list of stakeholders that should be directly notified when the phase II

consultation is published.

Equalities considerations - Impact Assessment

Age

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| Impact on public | Negative - Medium |
| Impact on staff | Neutral |
| Rationale | <p>All 3 grant streams involved in this proposal support individuals with this protected characteristic because they support older adults.</p> <p>Over 23,000 older adults have been directly supported by the funding in the past year.</p> <p>AHC has grant funded some of these services for a number of years. Older Adults are also a key client group in terms of the current Adult Social Care grant priorities.</p> <p>Without mitigating action, the proposed changes could affect:</p> <ul style="list-style-type: none">• Older people at risk of loneliness and / or frailty• Older people who would benefit from support to live safely and independently at home, engaged with the community• Older people living in rural and semirural settings, who are at risk of social isolation• Older people living in rural and semirural settings, who would benefit from information and advice to support them to live safely and independently at home, engaged with the community• Older people who need transport to attend health appointments• Older people seeking transport for social reasons• Older people seeking shopping support and prescription collection• Older people wanting assistance with gardening or DIY• Older people with long term conditions• Older people with mental health needs• Older people with sensory impairment/loss• Older people who are unpaid carers• |

Older people requiring support to complete Attendance Allowance applications

- Older people requiring support to complete Blue Badge applications

The potential impact is rated as medium (not high) because the services affected are not fully funded by AHC grants. AHC funding accounts for approximately:

- 55% of the service funded by the Neighbourhood Care and Support Grant
- 25% of the service funded by the Community Based Support Grant
- 60% of the service funded by the Rural Connections Grant

In addition, there are over 300,000 people aged 65 and over in Hampshire.[1] Therefore these services do not serve the majority of older people Hampshire, although they do contribute to the wellbeing of those that use them.

[1] [AgeingProfile-FinalDraft-March15.pdf \(hants.gov.uk\)](#)

Mitigation

- Continuing to fund the Infrastructure grants. These provide funding for the Council for Voluntary Services and Citizens Advice Hampshire to support the community and voluntary organisations working in Hampshire.
- Proposed to provide fundraising support to voluntary and community organisations supporting adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics) to continue to live healthily and independently in their Hampshire communities.
- Promoting use of potential funding from other parts of the County Council e.g. members' grants and leaders' grants
- Continuing to work closely with partners, including the District and Borough Councils, the NHS and the Voluntary and Community Sector. Together we can look at funding available and services already in place that could support any users that are affected by the proposal.
- Providing free training support for voluntary and community organisation staff whose focus is working adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics), e.g. online training for volunteers on how to identify any risks faced by service users and how they could be addressed, advice on how to best use a Strength Based Approach (support a person to use all the strengths and resources they already have) and guides on how to support clients who raise mental health concerns.
- Running sessions with social care teams, voluntary and community groups to increase understanding of how to access AHC support and services, how

technology can support people to live safely at home and how to access IT and equipment that supports wellbeing at home.

- Signposting users to alternative provision where possible. For example, if any social groups stop, it may be possible to redirect users to an alternative social group. Where volunteer drivers are required, alternative options could include any existing CVS volunteer driver services / HCC's volunteer drivers.
- Continuing to use our Connect to Support Hampshire website to provide information about local community services available to residents.
- Continuing to support people to successfully carry out tasks online. This will support individuals to use online support, such as Connect to Support Hampshire, to find out about local services, including social groups and group exercise opportunities.
- Continuing to work with voluntary, community and social enterprise organisations that support older people, to increase the number of volunteers in Hampshire. This can be through research, marketing and the sharing of ideas.

Disability

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| Impact on public | Negative - Medium |
| Impact on staff | Neutral |
| Rationale | <p>A proportion of service users supported by all 3 grant schemes included in this proposal have this protected characteristic. The impairments faced by disabled service users vary. However, the physical and / or mental impairments have a substantial and long-term adverse effect on service users' ability to carry out normal day-to-day activities.</p> <p>All 3 currently funded services support users holistically and not all specifically record whether a user is disabled. We do know that, last year, the Community Based Support Grant supported over:</p> <ul style="list-style-type: none"> • 1,200 older adults with long term conditions • 600 older adults with mental health needs • 400 older adults with sensory impairment/loss <p>The Rural Connections Grant supports individuals to obtain Attendance Allowance. In the past 6 months, 19 individuals were supported to claim. To be eligible, the</p> |

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| | <p>applicant must have a long-term physical or mental illness or disability.</p> <p>The negative impact is rated as medium (not high) because the services affected are not fully funded by AHC grants. AHC funding accounts for approximately:</p> <ul style="list-style-type: none"> • 55% of the service funded by the Neighbourhood Care and Support Grant • 25% of the service funded by the Community Based Support Grant • 60% of the service funded by the Rural Connections Grant <p>In addition, there are approximately 88,000 people in Hampshire with a long-term health problem or disability which greatly limits their day-to-day activities^[1]. Therefore, these services do not serve the majority of disabled people Hampshire, although they do contribute to the wellbeing of those that use them.</p> <p>[1] Living well 2016 to 2020 Health and social care Hampshire County Council (hants.gov.uk)</p> |
| Mitigation | <p>These are the same as those detailed in the Mitigation / Actions section for Age.</p> |

Gender Reassignment

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | <p>The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities.</p> |
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| Mitigation | |
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Pregnancy and Maternity

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities. |
| Mitigation | |

Race

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities. |
| Mitigation | |

Religion or Belief

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| Impact on public | Neutral |
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| Impact on staff | Neutral |
| Rationale | The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities. |
| Mitigation | |

Sex

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities. |
| Mitigation | |

Sexual Orientation

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not |

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| | specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities. |
| Mitigation | |

Marriage and Civil Partnership

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| Impact on public | Neutral |
| Impact on staff | Neutral |
| Rationale | The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities. |
| Mitigation | |

Poverty

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| Impact on public | Negative - Medium |
| Impact on staff | Neutral |
| Rationale | <p>The 3 grant schemes included in the proposal don't specifically support people with this protected characteristic. However, a number of adults living in poverty will be supported by the grant funded services.</p> <p>In addition, those in poverty could be more affected if services close or reduce due to removal of the grant funding. Although members that can't afford to pay don't pay for the services, at least one service does charge a small amount for services. If organisations have to stop less economically viable parts of the service, they may stop in areas of higher deprivation where service users are less able to make a</p> |

contribution towards service costs.

A potential impact on those in poverty is that one grant support individuals to claim attendance allowance. Between October 2020 to September 2021, Rural Connections grant funding supported individuals to obtain annual benefits worth £229,000. Attendance Allowance is not means tested and so the benefits have not only supported those in poverty, but are likely to have had some impact on reducing poverty.

Those in living in poverty could be more affected if services close or reduce due to removal of the grant revenue budget. If organisations have to stop less economically viable parts of the service, they may stop in areas of higher deprivation where service users are less able to make a contribution towards service costs.

The negative impact of the proposed change is rated as medium (not high) because the services affected are not fully funded by AHC grants. AHC funding accounts for approximately:

- 55% of the service funded by the Neighbourhood Care and Support Grant
- 25% of the service funded by the Community Based Support Grant
- 60% of the service funded by the Rural Connections Grant

In addition, the projects aren't specifically targeting individuals living in poverty.

Mitigation

These are the same as those detailed in the Mitigation / Actions section for Age.

Rurality

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| Impact on public | Negative - Medium |
| Impact on staff | Neutral |
| Rationale | <p>All 3 grants included in this proposal support individuals living in rural areas.</p> <p>The Community Information Service (which supported 188 people from April – September 2021) specifically supports older people living in rural and semi-rural</p> |

areas and AHC has grant funded this service for a number of years.

The impact is rated as medium (not high) because the services affected are not fully funded by AHC grants. AHC funding accounts for approximately:

- 55% of the service funded by the Neighbourhood Care and Support Grant
- 25% of the service funded by the Community Based Support Grant
- 60% of the service funded by the Rural Connections Grant

There are close to 300,000 people living in Hampshire’s rural areas[1]. Therefore, these services do not serve the majority of people living in rural Hampshire, although they do contribute to the wellbeing of those that do use them.

Those in rural Hampshire could be more affected than urban counterparts if services close or reduce due to removal of the grant budget. If organisations have to stop less economically viable parts of the service, they may stop in rural areas where service users are more dispersed and so service provision can be more expensive.

[\[1\] Socio-economic profile of rural Hampshire 2016 \(hants.gov.uk\)](http://hants.gov.uk)

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| Mitigation | These are the same as those detailed in the Mitigation / Actions section for Age. |
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Geographical Impact:All Hampshire

Equality Statement

Additional information:

Although the proposal is expected to have a neutral impact on some protected characteristics:

- Gender reassignment
- Pregnancy & maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage & civil partnership

Adults' Health and Care (AHC) will work to support people with these protected characteristics to engage with the public consultation. This will be achieved by:

- contacting all organisations that have recently received a grant via DMPCU
- asking the CVS to notify Voluntary, Community and Social Enterprise (VCSE) organisations which specifically support people with protected characteristics about the public consultation.
- work with Insight and Engagement in relation to their previous work on how best to engage ethnic minority audiences.

This will assist AHC to understand any unforeseen impacts. In terms of future work, the mitigation actions would apply to VCSE organisations specifically supporting people at risk of declining health and wellbeing with the above protected characteristics.

If the proposal is approved, DMPCU will work to support organisations find and secure funding from other sources, while continuing to ensure that VCSE sector and partners (Health and Local Councils) are provided with insight and data (such as demographics, risk factors to social care) to ensure that support continues to be targeted to those most at risk of needing social care (this in particular includes the following protected characteristics: Age, Disability, Race, Poverty and Rurality). Maintenance of relationships with health partners key to help meet shared objectives e.g. CCGs. Better working relationships developed with Districts post-COVID can be aligned to minimise impact on local services.

The Culture, Countryside and Business Services department (CCBS) are proposing to remove £600,000 of grants to community organisations from the Recreation and Heritage Fund and transfer £230,000 to the Leader's and Members' Grant Fund as a permanent commitment. The impact of the CCBS proposal would be minimal, as this would primarily affect cultural and community organisations seeking capital investment for building. This is not something the 3 AHC grant schemes fund. The additional funding to the Leader's and Member's Grants could be alternative funding for those who currently apply to AHC for funding for smaller one-off support.

Depending on what other changes HCC departments and wider community partners make to their own budgets and activities in relation to VCSE sector support, this change in service could potentially contribute towards greater negative cumulative effects on a number of the protected characteristics. This will be important to consider although cannot be quantified at present. We know that the Balancing the Budget public consultation held Summer 2021 included proposals relating to public transport. These are subject to further review and consultation.

Overview Statement:

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

EIA reference number: 00195

Date of production of EIA for publication: 04/02/2022