



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:	Procurement of Care and Support contract in Extra Care Housing in Gosport
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Older Adults Extra Care Housing in Gosport
Description of the service/policy/project/project phase	<p>Extra Care housing offers affordable housing and a secure place to live in community with the benefit of care and support staff onsite 24 hours a day, seven days a week to meet assessed and emergency care needs. Gosport has one existing Extra Care Housing Scheme (Juniper Court). Juniper Court has 50 apartments within the scheme and an onsite restaurant. The scheme is open to applicants age 55 and above with housing and care needs.</p> <p>Hampshire County Council commissions care and support contract for services provider to deliver care cover 24/7, meet assessed care needs, respond to emergency needs and promote the wellbeing of residents within the Extra Care Scheme. Current care and support contract is due to end in February 2023. Second Extra Care Housing Scheme is due for completion in Spring 2023.</p>
New/changed service/policy/project	<p>The care and support contract for Extra Care Housing in Gosport is due to end in February 2023. Therefore, a new contract is required to support existing Extra Care Scheme in Gosport and also for new Extra Care Scheme in Gosport which is due for completion in February 2023. This service is for the provision of on-site 24-hour, 7 day a week social care services within those two Extra Care housing schemes for older adults (55 years plus) in Gosport. There are no proposed changes to the way the Extra Care Housing scheme operates. The Service is primarily required to deliver packages of care (personal care and support) to individual residents with eligible care needs under the Care Act 2014, in their own homes, 24 hours, 7 days a week to improve choice and outcomes and help them to live healthy and happy lives, with the maximum possible independence. The provision also includes providing emergency response to all residents in the schemes irrespective of care eligibility. The Service Provider will be responsible for answering alarm calls 24 hours a day, 7 days a week from any of the residents and will deliver a prompt and appropriate response that reduces risk to the individual and meets their immediate care needs. Furthermore, the Service Provider will be responsible of social activities, in partnership with the landlord that contribute to residents' wellbeing and reduce social isolation and for the provision of welfare checks to individual residents with eligible care needs who require this as part of their agreed care package, and to other residents, if required and if agreed by these</p>

individual residents.

Engagement

Following consultations were carried out:

Residents Survey shared with all existing residents living in Juniper Court, Extra Care Housing scheme in Gosport.

Consultation with current Extra Care Housing Landlord

Extra Care Survey shared with Adults Health and Care Older Person Operational Teams including Community Teams, Reablement Teams, Hospital Teams and Physical Disability Teams.

Market Engagement questionnaire (Service Providers)

The consultations included views of different aspects and benefits of Extra Care Housing which are important to current tenants and people involved, views on way Extra Care Housing should evolve and aspects of Extra Care Housing which should improve. Gathered data helped to identify priority areas and supported service specification for the new contract.

The Residents survey indicated that the main reasons that respondents moved to Extra Care Housing was for a safe and secure environment, access to emergency care and support 24/7 and to prevent isolation and loneliness. 92% of respondents stated that different aspects of their life have improved since their move to Extra Care Housing.

All aspects of Extra Care Housing (care onsite 24/7, wellbeing checks and activities) were important to responders with the following aspects rated as the most important: carers available onsite 24/7 (89%) and care available at night if needed (92%). Services users responses will be included and reflected in the services specification.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
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Impact on staff	Neutral
Rationale	<p>Age is of high relevance to Extra Care Housing, with vulnerable older people being main focus of the service. Care and Support contracts in Extra Care Housing will advance equality for vulnerable adults with care needs by enabling them to live independently in their own home with access to 24/7 care.</p> <p>The contract will lay responsibility on Service Provider to cooperate with landlord and organise social activities to promote vibrant community that contribute to residents' wellbeing and reduce social isolation. Onsite presence 24/7 and wellbeing hours included in the contract will support people to participate in the activities.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Many people living in Extra Care Housing and choosing this housing and care option have some form of physical or mental impairment. New care and support contracts in Extra Care Housing schemes will continue to support those people in a safe and welcoming environment, ensuring their care needs are met, carers are available to respond promptly to emergency care needs but also carers can assist to participate in onsite social activities.</p>
Mitigation	

Gender Reassignment

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	Access to Extra Care Housing is through the Local Housing Authority allocations policy. The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Gosport Extra Care Housing offers services to people of age 55 and above with care and housing needs. The contract will have neutral impact on this characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral

Rationale	Access to Extra Care Housing is through the Local Housing Authority allocations policy. The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Access to Extra Care Housing is through the Local Housing Authority allocations policy. The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Access to Extra Care Housing is through the Local Housing Authority allocations

	<p>policy. The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Access to Extra Care Housing is through the Local Housing Authority allocations policy. The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Access to Extra Care Housing is through the Local Housing Authority allocations policy. The commissioned care and support service will respect the diversity of local</p>

	<p>communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect. Extra Care Housing enables couples/ carers to move in to supportive environment together with cared for person. The care and support contract includes assistance for individuals and carers, Unpaid carers can also access emergency responses 24/7 and onsite activities and social events.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Extra Care Housing offers affordable accommodation to rent in supportive and enabling environment helping people to remain independent for longer and offering them access to emergency care and support 24/7. Continue to offer those services in the new care and support contract for Extra Care Housing, would help provide affordable safe and secure environment for people with housing and care needs.</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	<p>The care and support contract to be commissioned for existing Extra Care Housing Scheme and new scheme which is due for completion in February 2023. The care and support will be provided onsite enabling people use communal areas in the building and to participate in various social activities organised by Services Provider and landlord.</p>
Mitigation	

Geographical Impact:Gosport

Equality Statement

Additional information:

Care and Support contracts in Extra Care Housing will advance equality for vulnerable adults with care needs by enabling them to live independently in their own home with access to 24/7 care. Services users as well as professionals were engaged in helping to shape services the new contracts.

The Residents survey indicated that the main reasons that respondents moved to Extra Care Housing was for a safe and secure environment, access to emergency care and support 24/7 and to prevent isolation and loneliness. 92% of respondents stated that different aspects of their life have improved since their move to Extra Care Housing.

All aspects of Extra Care Housing (care onsite 24/7, wellbeing checks and activities) were important to responders with the following aspects rated as the most important: carers available onsite 24/7 (89%) and care available at night if needed (92%). Services users responses will be included and reflected in the services specification.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00228

Date of production of EIA for publication: 15/09/2023