



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:	Hampshire Meals on Wheels Service
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Hampshire Meals on Wheels Service
Description of the service/policy/project/project phase	<p>The Hampshire meals on wheels service delivers a choice of suitable, nutritious hot 2-course lunchtime meals to adults who are at risk of malnutrition and live within Hampshire County Council's (HCC's) geographical jurisdiction. Delivering in the region of 30,000 lunches each month, the service is available 365 days a year. Afternoon tea will also be delivered if requested and a health and well-being check will be carried out during every delivery. Service users may be referred to the service through their social worker, CART or via family, friends or self-assessment. Due to the nature of the service, being based on people's eligible need, we do not routinely collect data on protected characteristics of people accessing the service. However there are/ will be contractual requirements for the provider to look at increasing service use through promotion and to deliver meals that meet faith, belief or health related requirements. We are assured that through our own and provider promotion, there is an equality of opportunity for all individuals who require the service to access the service. As part of future monitoring we will be looking at how we could incorporate the collection of any relevant data in this respect moving forward.</p>
New/changed service/policy/project	It is proposed to enter into a new contract for the meals on wheels service to commence 01 October 2023

Engagement
<p>In order to establish market preferences for a new contract, a questionnaire for potential providers was published via the Hampshire Portal and In-Tend from 14th April 2022 to 6th May 2022. Despite opportunities to do so, engagement with the questionnaire was not high, highlighting the limited market within Hampshire.</p> <p>No further consultation or engagement has taken place. The current service is working well, delivering against its KPIs and providing the required service throughout Hampshire.</p>

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The Meals on wheels service will ensure that older adults over the age of 55 who are unable to shop or cook for themselves or are feeling unwell, are still able to access hot nutritious meals on a daily basis enabling them to maintain their independence.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The meals on wheels service is available to those adults aged 18 or over who have dementia, a physical or learning disability, mental health condition or have historically used substances.</p> <p>The service means that if these individuals are unable to shop or cook for themselves, or are feeling unwell, they are still able to access a hot nutritious meal daily; enabling them to maintain their independence.</p> <p>The service will also cater for any health related dietary requirements such as those with coeliac disease or those needing a pureed diet.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In order to be eligible for the service, individuals must live in HCC's geographical jurisdiction.</p> <p>The individual must be over 55 or be 18 to 54 and have at least one of the following:</p> <ul style="list-style-type: none">• Dementia• A learning disability• A physical disability• A mental health issue• A history of substance misuse <p>In addition, they must also need support to manage and maintain their nutrition. This is defined as meeting at least one of the following:</p> <ul style="list-style-type: none">· struggling to cook for yourself, or· have just come out of hospital, or· have a carer or relative who needs a break from cooking, or· feeling unwell, either physically or mentally, or· have difficulty shopping for food <p>Access to the service will not be restricted on the grounds of gender reassignment.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In order to be eligible for the service, individuals must live in HCC's geographical jurisdiction.</p> <p>The individual must be over 55 or be 18 to 54 and have at least one of the following:</p> <ul style="list-style-type: none">• Dementia• A learning disability• A physical disability• A mental health issue• A history of substance misuse <p>In addition, they must also need support to manage and maintain their nutrition. This is defined as meeting at least one of the following:</p> <ul style="list-style-type: none">· struggling to cook for yourself, or· have just come out of hospital, or· have a carer or relative who needs a break from cooking, or· feeling unwell, either physically or mentally, or· have difficulty shopping for food <p>For those eligible individuals, access to the service would not be restricted on the grounds of pregnancy or maternity.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In order to be eligible for the service, individuals must live in HCC's geographical jurisdiction.</p> <p>The individual must be over 55 or be 18 to 54 and have at least one of the following:</p> <ul style="list-style-type: none"> • Dementia • A learning disability • A physical disability • A mental health issue • A history of substance misuse <p>In addition, they must also need support to manage and maintain their nutrition. This is defined as meeting at least one of the following:</p> <ul style="list-style-type: none"> · struggling to cook for yourself, or · have just come out of hospital, or · have a carer or relative who needs a break from cooking, or · feeling unwell, either physically or mentally, or · have difficulty shopping for food <p>For those eligible individuals, access to the service would not be restricted on the grounds of race. There is some small level of overlap with religion and belief and race. Those whose race may mean there are dietary requirements linked to their religion or belief, their dietary requirements will be met as per outlined in the religion/ belief assessment.</p>
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	The contractual requirements of the meals on wheels service ensure that dietary requirements for individuals due to religion or belief are able to be catered for.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In order to be eligible for the service, individuals must live in HCC's geographical jurisdiction.</p> <p>The individual must be over 55 or be 18 to 54 and have at least one of the following:</p> <ul style="list-style-type: none"> • Dementia • A learning disability • A physical disability • A mental health issue • A history of substance misuse <p>In addition, they must also need support to manage and maintain their nutrition. This is defined as meeting at least one of the following:</p> <ul style="list-style-type: none"> · struggling to cook for yourself, or · have just come out of hospital, or

	<ul style="list-style-type: none"> ·have a carer or relative who needs a break from cooking, or ·feeling unwell, either physically or mentally, or ·have difficulty shopping for food <p>For those eligible individuals, access to the service would not be restricted on the grounds of sex</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In order to be eligible for the service, individuals must live in HCC's geographical jurisdiction.</p> <p>The individual must be over 55 or be 18 to 54 and have at least one of the following:</p> <ul style="list-style-type: none"> • Dementia • A learning disability • A physical disability • A mental health issue • A history of substance misuse <p>In addition, they must also need support to manage and maintain their nutrition. This is defined as meeting at least one of the following:</p> <ul style="list-style-type: none"> · struggling to cook for yourself, or ·have just come out of hospital, or ·have a carer or relative who needs a break from cooking, or

	<ul style="list-style-type: none"> ·feeling unwell, either physically or mentally, or ·have difficulty shopping for food <p>For those eligible individuals, access to the service would not be restricted on the grounds of sexual orientation</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In order to be eligible for the service, individuals must live in HCC's geographical jurisdiction.</p> <p>The individual must be over 55 or be 18 to 54 and have at least one of the following:</p> <ul style="list-style-type: none"> • Dementia • A learning disability • A physical disability • A mental health issue • A history of substance misuse <p>In addition, they must also need support to manage and maintain their nutrition. This is defined as meeting at least one of the following:</p> <ul style="list-style-type: none"> · struggling to cook for yourself, or ·have just come out of hospital, or ·have a carer or relative who needs a break from cooking, or ·feeling unwell, either physically or mentally, or

	<p>·have difficulty shopping for food</p> <p>For those eligible individuals, access to the service would not be restricted on the grounds of marriage or civil partnership</p>
Mitigation	

Poverty

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>The cost of individual meals is to be paid by the individual service user.</p> <p>Those who are on a low income may be prohibited from access the service due to the cost</p>
Mitigation	<p>Hampshire will be procuring the service through a method that enables Hampshire to claim back the cost of VAT on the meals from HMRC helping to ensure the cost of meals remains low.</p> <p>In addition a formula for calculating future inflationary cost increases will be built into the contract ensuring that the cost of the meals do not increase excessively to the point of unaffordability.</p> <p>Although the contract emphasis is on individuals paying for their own meals, in some more extreme cases there may be the opportunity for HCC to pay for these meals</p>

Rurality

Impact on public	Positive
Impact on staff	Neutral

Rationale	The meals on wheels service is available throughout Hampshire County Council. The service ensures that even those living rurally are able to access a hot nutritious two-course lunch when they meet the eligibility criteria.
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: 00257

Date of production of EIA for publication: 12/07/2022