



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:	Social Care Funding Reforms including Fair Cost of Care
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	All of Adult Social Care and Health
Description of the service/policy/project/project phase	The report to Cabinet provides an update on the legislative changes that will impact on services, policies, service users and providers including: - an update on the Adult Social Care Funding Reforms (SCFR) that are required to be fully implemented by October 2023. - sets out the context for the 'Fair Cost of Care', (FCC) exercise which forms part of the wider SCFR.
New/changed service/policy/project	The legislative, regulative and national guidance for the Social Care Funding Reforms will impact on AHC policies, service delivery, providers and service users when the changes are brought into effect from October 2023. The impact will be determined when the national guidance is finalised and initial work on understanding the implications are completed. Further EIAs will be completed as the impact is understood and decisions required on how the requirements will be met.

Engagement
This will form part of the resulting programme of work to deliver the changes set out in the legislation

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral

Rationale	<p>The legislation sets out a single set of changes to funding of care across the whole adult population.</p> <p>For some people, there will be positive impact, in that more people will receive some support with social care costs because of the funding threshold changes and the care cap. For many existing service users, however, the reforms may be of minimal impact particularly if they only make a small contribution to the cost of their care currently, hence the 'neutral' overall</p>
Mitigation	

Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The legislation sets out a single set of changes to funding of care across the whole adult population.</p> <p>For some people, there will be positive impact, in that more people will receive some support with social care costs because of the funding threshold changes and the care cap. For many existing service users, however, the reforms may be of minimal impact particularly if they only make a small contribution to the cost of their care currently, hence the 'neutral' overall</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral

Impact on staff	Neutral
Rationale	The legislation sets out a single set of changes to funding of care across the whole adult population
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The legislation sets out a single set of changes to funding of care across the whole adult population
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The legislation sets out a single set of changes to funding of care across the whole adult population
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The legislation sets out a single set of changes to funding of care across the whole adult population
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The legislation sets out a single set of changes to funding of care across the whole adult population
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	The legislation sets out a single set of changes to funding of care across the whole adult population
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The legislation sets out a single set of changes to funding of care across the whole adult population
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	The legislation sets out a single set of changes to funding of care across the whole adult population - the changes provide higher thresholds for inclusion of individuals capital that will be excluded from the assessment, enables people to purchase care at Council rates, thus reducing personal costs, provides a cap on the maximum that an individual will have to contribute to their care, allow flexibility for Councils for discretionary financial support.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The legislation sets out a single set of changes to funding of care across the whole adult population
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: 00263

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