



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:	Additional funding for Substance Misuse Services
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Substance Misuse Treatment Service
Description of the service/policy/project/project phase	National funding to support the delivery of the Drugs Strategy has been allocated to all local authorities in England to increase the capacity and quality of substance misuse services. It is anticipated that the Council will receive up to an additional £3.15m over the next 3 years from the Office of Health Improvement & Disparities (OHID).
New/changed service/policy/project	It is proposed to use the additional funding to increase the quality and capacity of existing substance misuse services. This will allow for our most vulnerable populations to access substance misuse treatment and recovery.

Engagement
No. There were very short time frames (2 months) from the announcement of the national funding to the requirement to submit local plans detailing proposals for how we would increase capacity and improve quality of our commissioned substance misuse service. However we plan to carry out a substance misuse needs assessment in the coming months which will identify areas / gaps in service that require development which will shape future delivery of substance misuse treatment services.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral

Rationale	<p>Young people (up to 25 years): Particular groups of young people are identified as more vulnerable to substance misuse include those with mental health issues; young offenders; young people in care; homeless young people; excluded pupils or frequent non-attenders; sexually exploited. Additional funding will allow for increased capacity to work with this cohort.</p> <p>Adult population years: Additional funding will allow for more capacity within the service to work with all age groups with a substance misuse treatment need.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Mental Health: People with drug and/or alcohol dependencies often have complex needs and other related or unrelated health problems. For example, 53% of service users within the substance misuse service have an identified mental health need. The service is currently working jointly with primary care and secondary mental health services to support service users who have a co-occurring substance misuse and mental health need. Additional funding for increased capacity within the SM treatment service will enable improved pathways of care with mental health services.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	There are some international studies that suggest that those people who have gone gender reassignment have an elevated risk of drug / alcohol related harm. However national and local data is very limited on understanding the prevalence in England and Hampshire. The service will use transgender peer volunteers to work with and support those of gender reassignment. Staff will undergo training to ensure that they are respectful of people who have undergone gender reassignment.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Very low numbers of pregnant women currently access support for their drug / alcohol use in Hampshire (3% of all women accessing treatment for their drug use are pregnant). This is mirrored by low numbers nationally. The substance misuse service already supports pregnant women. However, additional capacity may help improve pathways with maternity.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral

Rationale	<p>Whilst most people (93%) within the Hampshire substance misuse treatment system are White British, this does vary geographically.</p> <p>Currently outreach into Black and Minority Ethnic (BME) communities and the location of physical hubs in areas with higher proportions of the Hampshire BME population has resulted in greater proportion of ethnic minorities to engage in treatment. For example, in Aldershot 11.9% of service users are from BME communities. Additional capacity will allow for increased work focusing on engagement for people from under-represented communities. Translation services are available.</p>
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>In 2020-21 51% of its current service users had no religion; 16% identified as Christian; 29% unknown / declined to answer; 1% Sikh; 1% Buddhist. Whilst there are low numbers with an identified religion the service will involve service users to ensure that specific needs are met. The substance misuse service is non-judgemental and an individual or any belief or religion is able to access the service and translation services will be available.</p>
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	

	Currently 49% of the population of Hampshire are male, however 66% of people accessing treatment for drug and alcohol misuse in Hampshire are male. Less women (33%) currently access substance misuse services than men. Additional funding will allow for increased capacity to operate women only groups.
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	Whilst there are relatively low numbers of the Lesbian, Gay, Bisexual and Transgender (LGBT) population currently accessing the substance misuse service (88% of service users identified themselves as heterosexual), evidence suggests that this group face a higher risk of substance misuse. Additional capacity in the service will allow for specific LGBT groups to operate. Online LGBT groups will also be available.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no evidence that relationship status affects drug / alcohol harm and or consumption. The substance misuse service is open to all individuals regardless of relationship status.

Mitigation	
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Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Deprived communities are associated with the problematic use of drugs such as heroin and crack cocaine. Although problematic use of these drugs is not exclusively related to deprivation it is much more common among those living in poverty. The impact of harmful and dependent drinking is greatest in deprived communities. National statistics show that there are higher numbers of drug related deaths in areas of deprivation. Both Gosport and Havant have higher than average deaths. Additional capacity within the service focused on the areas of greatest need will help improve outcomes for those living in the most deprived areas of Hampshire.</p>
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The current substance misuse service has a good foot-print across Hampshire with 9 treatment (in the main towns) and several satellite services in more rural areas. Additional funding will allow for outreach and satellite provision to continue.</p>
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

Additional spend within the substance misuse contract will allow for increased capacity, quality, and improved outcomes for Hampshire residents with a substance misuse treatment need.

Overview Statement:

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

EIA reference number: 00267

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