



## 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
Richard Bayless	Assistant Strategic Development Officer Children's Services	richard.bayless@hants.gov.uk Tel:03707 794892

Title:	Proposal to Convert Hayter House, Romsey into a Registered Children's Home
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Children's Services - Children's Homes
Description of the service/policy/project/project phase	<p>Hampshire County Council (HCC) has a responsibility to support looked after children (approximately 1600), a proportion of which are placed in residential children's homes. HCC have a Placement Commissioning Team (PCT) who source all placements for looked after children for the county council. Referrals for residential care range in age, but most referrals are for young teenagers. The demand for residential placements has increased since 2015 though there is recognition that these settings do not always meet some children and young people's needs. Hampshire have identified a gap in suitable provision for a young people who require placement in a more, solo, self-contained environment with skilled staff team to provide them with intensive support in a managed environment until such time as they have able to move to shared accommodation with other young people. HCC have a programme of work to modernise placements (Modernising Placements Programme (MPP)) and to reunify young people wherever possible and safe to do so. Built around 1870, Hayter House in Romsey was formerly an Infirmary serving the nearby Workhouse. It is now owned by HCC and has more recently been used as an Adults Day Centre and a Registry Office. Hayter House is currently vacant and is considered to be an appropriate location for a Children's Home.</p>
New/changed service/policy/project	<p>These proposals for the creation of a Children's Home in Romsey answer the need identified within Hampshire for the provision of self-contained accommodation to support children on their journey towards independent living. This proposal is to change the use of Hayter House, Romsey into a Registered Children's Home with the creation 3 self-contained flats for young people to live where they will be supported by staff who will be based on the premises at all times, including at night. This development proposes a shared kitchen and dining facilities, staff offices and a staff bedroom. This conversion will also include a secure garden area with controlled access and dedicated parking for up to 7 parking spaces. The model would enable these young people to have an intensive support locally which will also enable the young people to maintain family contacts, with the ultimate goal of the young person returning home after 6-12 months. The staff team will be suitably trained to provide the enhanced level of support required.</p>

## Engagement

A consultation on the proposal ran from Thursday 17 March 2022 until Thursday 14 April 2022. The proposal was also included on the Hampshire County Council's (HCC) consultation website:

<http://consultations.hants.gov.uk/active.aspx>

Letters were sent to; Local Residents (106 letters sent to local addresses) • Staff union representatives • MP – Caroline Nokes • HCC Elected member – Cllr Mark Cooper • Local District and Borough Councils (Test Valley and Romsey Town) • Other relevant HCC Officers • A public meeting was held on Monday 28 March 2022 at Hayter House, Hayter Gardens, Romsey, SO51 7QU between 5pm and 7pm to allow stakeholders to put forward their views on the proposal directly to officers, offer alternate proposals and ask any questions they might have had. The report details the comments and responses that were received during the consultation period. A further meeting was held for local residents on the 25 May 2022 following a pre-consultation planning meeting held on 28 March 2022.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Hayter House will provide a new type of residential home - self-contained flats - for looked after children and young people aged 12 - 17 who need intensive support in a more solo setting due to their identified needs. As a result the impact on children and young people that will benefit from this new provision has been assessed as positive.</p> <p>Staff will be trained appropriately to provide the enhanced level of support required and the impact on staff has been assessed as neutral.</p>
Mitigation	

## Disability

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed change is expected to have a neutral impact on people who share disability as a protected characteristic. The conversion of the building into a Children's Home means that the ground floor accommodation will be fully accessible.
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This proposal is expected to have a neutral impact on people who share gender reassignment as a protected characteristic. Hayter House will accommodate young people regardless of gender reassignment.
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral

Impact on staff	Neutral
Rationale	This proposal is expected to have a neutral impact on people who share pregnancy and maternity as a protected characteristic.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This proposal is expected to have a neutral impact on people who share race as a protected characteristic. Hayter House will accommodate young people regardless of race.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This proposal is expected to have a neutral impact on people who share religion and belief as a protected characteristic. Hayter House will accommodate young people regardless of religion and belief.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This proposal is expected to have a neutral impact on people who share sex as a protected characteristic. Hayter House will accommodate young people regardless of sex.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This proposal is expected to have a neutral impact on people who share sexual orientation as a protected characteristic. Hayter House will accommodate young people regardless of sexual orientation.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	This proposal is expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic.
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	This proposal is expected to have a positive impact on young people who may share poverty as a protected characteristic. Through being accommodated at Hayter House, young people will have access to the necessary resources they may previously have been unable to access.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	This proposal is expected to have a neutral impact on people who share rurality as a protected characteristic.
Mitigation	

## Geographical Impact:Test Valley

# Equality Statement

## Additional information:

The consultation information was sent out via post and was available online and could also be requested in paper form. Responses were collated via email, post and in person at the consultation drop in held at the Hayter House. Every effort has been made to ensure that key stakeholders are able to access and comment on the proposal.

## Overview Statement:

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

EIA reference number: 00273

Date of production of EIA for publication: 01/07/2022