



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:	Renewal of Hampshire Deregistration Partnership Register
Related EIAs:	None

EIA for Savings Programme:	Yes EIA - Adults Health & Care - Renewal of Hampshire Deregistration Partnership Register 2022/09/07
Service affected	Residential Care for Younger Adults
Description of the service/policy/project/project phase	The Deregistration of Residential Care Homes to become Supported Living. This is to meet the strategic objectives of enabling individuals with care needs to have a secure home with a tenancy
New/changed service/policy/project	Renewal of the Procurement vehicle that supports this project is required as the previous vehicle has expired

Engagement
Consultation has been carried out through the learning disability plan and the learning disability plan review - individuals with disabilities have requested to have a choice of accommodation and to have their own homes.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no impact of deregistration of a residential care home related to the age of residents
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The Hampshire Deregistration Partnership Register is aimed at enabling individuals, predominantly with learning disabilities, but could also apply to other groups of Service Users with a disability, to have the opportunity to hold their own tenancy for the accommodation they live in. In residential care individuals have fewer rights to their accommodation and can be given 28 days notice by the owner of the care home. The process of deregistration enables the care home to become Supported Accommodation. Each individual will cease to be a resident of a care home and will become a tenant of the property with all the rights that this confers. Individuals will also have access to the full range of Benefits to which they are entitled and therefore will have more income that they can choose how to spend.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no impact from the deregistration of a residential care home on Gender Reassignment</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no impact from the deregistration of a residential care home on Pregnancy and Maternity
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	For individuals currently living on registered care who have particular needs related to their race, the deregistration of the care home will result in the individual having more choice and control over their life and therefore will have greater flexibility and increased choice to meet their cultural needs.
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral

Rationale	For individuals currently living on registered care who have particular needs related to their religion or belief, the deregistration of the care home will result in the individual having more choice and control over their life and therefore will have greater flexibility and increased choice to meet their spiritual needs
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no impact from the deregistration of a residential care home on Sex
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals currently living in residential care may face more challenges regarding having relationships. The deregistration of the care home and the resultant change in status of the individuals once they have a tenancy may afford individuals greater opportunities for having relationships of their choosing
Mitigation	

Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals currently living in residential care may face more challenges regarding having relationships and getting married. The deregistration of the care home and the resultant change in status of the individuals once they have a tenancy may afford individuals greater opportunities for marriage or civil partnerships
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals living in residential care homes only have access to a small weekly allowance and their PIP mobility allowance. Once a Care Home has deregistered individuals are entitled to the full range of Benefits to which they are entitled.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral

Rationale	There is no impact from the deregistration of a residential care home on Rurality
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: 00304

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