



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:	Short Break Activities for Disabled Children -Children's Services Grants for 2023-2025
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Children's Services Grant Funded Short Break Activities.
Description of the service/policy/project/project phase	<p>The Hampshire County Council (HCC) Children's Services Short Breaks Activity grants programme supports the County Council's duty under the Breaks for Carers of Disabled Children regulations 2011 which requires local authorities to provide services to assist individuals who provide care for disabled children to continue to do so, or to do so more effectively, by giving them breaks from caring so far as reasonably practical. Short Break Activity grants are awarded two-year funding to a range of organisations providing safe, educational, fun and interesting activities for disabled children and young people aged 0-17 years, who have a valid Gateway Card+ (currently 1183 Gateway Card holders) and who live in the Hampshire County Council authority area. These activities take place outside of school time (for school-aged children); during evenings, weekends, and holidays. They give parents or carers an opportunity to have a short break from caring. The Short Break Activities are part of the whole range of provision for children with disabilities short break services (including specialist social care services). The range of services is described in the County Council's Short Breaks Service statement. To access a Short Break Activity a child or young person must have Gateway Card+</p>
New/changed service/policy/project	<p>The Short Breaks Activity grant programme has awarded funding totaling £1,079,000 for a two-year period (01 April 2023- 31 March 2025). Grant funding is awarded to providers during the grant round to enable them to deliver Short Break Activities. There are new grant allocation recommendations for 2023-25 for Short Break Activity Providers proposed in the Executive Lead Member for Children's Services and Young People decision day on the 12 January 2023. All providers meet the criteria and ensure a breadth of safe, fun and educational activities are provided to children, young people and their carers in Hampshire as part of the short breaks activities scheme.</p>

Engagement

The Short Break team engaged with parents and carers' of Gateway Card and Gateway Card+ holders to seek views on priorities for the next two funding years for Short Break Activities via an MS Forms questionnaire in June 2022. This engagement reconfirmed the existing priorities for Short Break Activities; holidays, weekend and youth. This feedback was incorporated into the grant recommendation process, to ensure the Short Breaks offer meets the needs of parents and carers' of children and young people with a disability.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Short Break Activities offered by the providers in receipt of funding from the scheme provide a breadth of interesting, fun, educational range of different positive activities for children and young people aged 0-17 years that they may not otherwise have access to.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Short Break Activities are a mixture of specialist and mainstream clubs that provide inclusive and accessible leisure activities for children and young people with a disability. In order to ensure that these grant funded activities are targeted appropriately eligibility is based on evidence of one of the following; <ul style="list-style-type: none"> •

	<ul style="list-style-type: none"> • a Personal Independence Payment (PIP) • receipt of Disability Living Allowance (DLA) • an Education Health and Care Plan (EHCP) that demonstrates how your child needs support • a referral from a social worker, proof of yellow card
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups. Therefore the impact has been assessed as neutral.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups. Therefore the impact has been assessed as neutral.

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups. Therefore the impact has been assessed as neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups. Therefore the impact has been assessed as neutral.
Mitigation	

Sex

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	Currently approximately 56% of Gateway Card+ holders are male and 44% are female. Short break activity providers, as part of the process have been asked to consider ways in which more female children and young people can be engaged with to increase the numbers accessing their activities. This discussion will continue throughout the funding period. Activities are open to Gateway Card+ holders both male and female. There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups. Therefore the impact has been assessed as neutral.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above

	the current circumstances and over other protected characteristics groups.
Mitigation	

Poverty

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>There is recognition that some children and young people eligible for a short break activity may live in low-income families or families in receipt of benefit. Short Break Activities should cost families the same as mainstream activities in order to ensure service viability. The Short Breaks funding ensures that they are not paying any more than mainstream activities. Where providers are not charging market rates these will need to be brought in-line with Hampshire County Council's charging and concessions policy.</p>
Mitigation	<p>The impact of this on low-income families is mitigated by providers applying a consistent charging and concessions policy that contains revised charges for families in receipt of benefits or on low incomes, in line with the criteria for free school meals. Providers are asked to raise awareness of concession policies.</p>

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The recommended grant awards will enable coverage of Short Break Activities around the county within the budget. This includes provision of accessible activities in rural areas to ensure those living in rural areas are not disproportionately impacted.</p>

Mitigation	
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Geographical Impact:All Hampshire

Equality Statement

Additional information:

This EIA principally focuses on considering the impacts of the Short Breaks Activity Grant programme on the public and not staff. There are no proposed changes to staff working conditions, roles or responsibilities or location, therefore the impact on staff has been assessed as neutral for all protected characteristics.

Overview Statement:

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

EIA reference number: 00331

Date of production of EIA for publication: 15/12/2022