



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
Jenny Dixon	Commissioning Manager Adults' Health and Care	jenny.dixon@hants.gov.uk Tel:07739 050567

Title:	HAMPSHIRE ACCOMMODATION DEVELOPMENT AND SUPPORT OPTIONS MODEL - PROPERTY VOIDS
Related EIAs:	None

EIA for Savings Programme:	Yes EIA - Adults Health & Care - Development of Supported Accommodation 2022/11/08
Service affected	Accommodation for Younger Adults with Learning Disabilities, Physical Disabilities, Mental Health needs, Autism
Description of the service/policy/project/project phase	The continued development of Supported Accommodation for the above groups - through working with Housing Providers to develop new shared accommodation and individual flats in core and cluster models and Extra Care models
New/changed service/policy/project	Continuation of the programme to support younger adults with needs to access their own tenancies through supported accommodation opportunities

Engagement
Engagement has been through the Learning Disability Plan and subsequent updates and also through ongoing consultation through the Learning Disability Partnership

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Enabling individuals to access suitable housing for their current and ongoing needs will give a greater opportunity for individuals to remain in their own home as their needs change as

	they age. Increasing the number of individual flats will enable more opportunities for younger people to access Supported Accommodation as much of the existing Supported Accommodation is shared and is home to individuals who are 50 years old +
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Offering individuals with disabilities the opportunity to have their own accommodation and to hold their own tenancy will have a positive impact on their lives. Being able to offer as many individuals as possible the option to have suitable Supported Accommodation rather than having only the option of going into a residential care home will promote their choice and control over their own lives. Individuals will have access to their full range of Benefits and will be able to live as equal citizens in the community.
Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals having access to their own accommodation and holding their own tenancy will enable them to have more choice and control over their lives and their support. The opportunity to offer individuals their own flat will promote their independence and ability to live their own identity free of involvement of others.

Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals having access to their own accommodation and holding their own tenancy will enable them to have more choice and control over their lives and their support. The opportunity to offer individuals their own flat will promote their independence and ability to have more choice about their relationships and the ability to start a family if they are able to and wish to.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals having access to their own accommodation and holding their own tenancy will enable them to have more choice and control over their lives and their support. The opportunity to offer individuals their own flat will promote their independence and ability to live their own culture in whichever way they choose to.
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals having access to their own accommodation and holding their own tenancy will enable them to have more choice and control over their lives and their support. The opportunity to offer individuals their own flat will promote their independence and ability to live their own religious identity in whichever way they choose to.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no particular impact on sex from individuals having access to Supported Accommodation
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals having access to their own accommodation and holding their own tenancy will

	enable them to have more choice and control over their lives and their support. The opportunity to offer individuals their own flat will promote their independence and ability to have relationships and/or partners of their own choosing.
Mitigation	

Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Neutral
Rationale	Individuals having access to their own accommodation and holding their own tenancy will enable them to have more choice and control over their lives and their support. The opportunity to offer individuals their own flat will promote their independence and ability to have relationships and/or partners of their own choosing.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	Offering individuals Supported Accommodation rather than residential care as an accommodation option means that they will have access to their full financial Benefit entitlement
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no particular impact on rurality from offering individuals Supported Accommodation
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

The current make up of individuals in existing Supported Accommodation properties is as follows:

Ethnicity - Predominantly White British

Religion - Pre-dominantly Christian or Christian religions, and No religion or no response

Age - distributed between different age groups between ages of 18 - 70 - highest number of individuals are between 50 - 59 and 60 - 69

Sex/Gender - approx 60% male 40% female

Overview Statement:

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

EIA reference number: 00333

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