



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
Jonathan Price	Business Support Manager Children's Services	jonathan.price3@hants.gov.uk Tel:TBA

Title:	Extension of contract to procure locum Education Psychologists through YPO Framework
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Hampshire and Isle of Wight Educational Psychology
Description of the service/policy/project/project phase	<p>Educational Psychologists (EPs) work with children, families, and schools. They use their knowledge of psychology and research to support with learning and other areas, such as how children feel, behave, and get on with others. Hampshire and Isle of Wight Educational Psychology (HIEP) provides psychological advice as an input into the production of Education, Health and Care Plans (EHCPs) as part of its statutory responsibilities. These EHCPs are a product of the Special Educational Needs (SEN) department, and aim to provide a plan, and additional resources to help children and young people aged up to 25 whose needs can not be met under the normal provision that schools are responsible for providing. The average demand for input into EHCPs per month has risen from just under 150 per month in 2019 to 225 advices per month in 2023 with increased demand expected to continue in the near future. There is a national shortage of Education Psychologists and only a limited number are trained each year. The locum market is tight, and few providers are able to provide in bulk. It is not possible to recruit enough Education Psychologists to the service, due to the above national shortage and the service is reliant on the use of locum Education Psychologists, who offer additional capacity to help meet the increased statutory demand. The historic use of locum EPs has enabled both the service, and Special Educational Needs (SEN) to increase the number of advices produced within statutory requirements (20 weeks from date of request) from around 2% to above 50%. This Equality Impact Assessment supports a request to extend and expand an existing contract for the supply of locum EPs to help meet statutory demand. For additional context, the service also engages in sold services - it operates around 60 different sold services, that are commissioned by around 20 different services and organisations. You can find our Education Psychologists in a wide range of places – most frequently educational settings, but also areas such as Coroner's and Mental Health Support Teams.</p>
New/changed service/policy/project	It is proposed to extend and expand an existing contract, procured under the YPO Framework for the provision of locum EPs to provide input in to EHCPs to enable the service to better meet increasing statutory demand.

Engagement

No engagement or consultation with service users has taken place as this is related to continuing an existing provision through an agency provider in a procurement compliant manner.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The use of locum Education Psychologists enables improved 'timeliness' in the turnaround of Education, Health and Care Plans (EHCP), these are aimed at providing additional support to young people aged 0 - 25 whose needs can not currently be met under the normal SEN provision with a school.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The use of locum Education Psychologists enables improved 'timeliness' in the turnaround

	of Education, Health and Care Plans (EHCP), these are aimed at providing additional support to young people whose needs can not currently be met under the normal SEN provision with a school.
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 for both staff and public.
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 for both staff and public.
Mitigation	

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 for both staff and public.
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 for both staff and public.
Mitigation	

Sex

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 for both staff and public.
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, therefore the impact has been assessed as neutral for both staff and public.
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, therefore the impact has been assessed as neutral for both staff and public.
Mitigation	

Poverty

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 for both staff and public.
Mitigation	

Rurality

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 for both staff and public.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

This EIA principally focusses on the impacts to the public due to the nature of the proposal - with service users being the main beneficiary, therefore the impacts for staff have been assessed as neutral throughout. There are not proposed changes to staff working terms and conditions or processes as a result of this proposal.

Decision day meeting - 21/06/23.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00402

Date of production of EIA for publication: 05/06/2023