

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
Matt Clarke	Project Manager Adults' Health and Care	matthew.clarke@hants.gov.uk Tel:TBA

Title:	Optimised Use and Model of Live in Care
Related EIAs:	None
EIA for Savings Programme:	Yes EIA - Adults Health & Care - OA SP25 Social Work
Service affected	Long term Live in Care
Description of the service/policy/project/project phase	Live in Care (LIC) is a service where a carer lives with an individual to assist with their care and support needs. It is suitable when an individual cannot be appropriately supported through Domiciliary Care (a carer visiting the individual) but their needs don't require the individual to move into a care home.
New/changed service/policy/project	This project aims to optimise how Adults' Health and Care (AHC) use and provide Live In Care to older adults so it is provided when it is the most appropriate service for an individual, both when they first receive the service and throughout the time they use the service. To understand this, a review of existing Live in Care provisions is being undertaken, first by desktop followed by Face to Face reviews where necessary. The data from this exercise will be used to understand when a Live in Care package is appropriate or where a Domiciliary or Residential/Nursing care could have been used. This knowledge will then be utilised to update AHC's business rules and the Social Care Practice Manual

regarding best practice. Likewise, the data from this exercise will inform AHC's business rules on when it is best to undertake 'business as usual' reviews of individuals care and support services (e.g. after 4 weeks of an individual starting the service or after 12 weeks). This will enable AHC to complete reviews when they will have the most positive impact to an individual, their representatives/family as well as for AHC. As this project is undertaking a review of existing Live in Care packages and not agreeing new packages (as this is completed through business as usual) there should be no impact to unpaid carers.

Engagement

A public consultation has not been carried out but the project has used feedback from a 'Step Down' Live in Care client survey (clients discharged from hospital using short-term Live in Care) to inform the proposed changes to the service.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The reviews being completed as part of this project will positively impact older adult individuals (65+) as it will identify the appropriate level of care they require at the time of the review. This will enable AHC to then support the individual and their representatives to live longer, better.</p> <p>There is no data to support this statement however only older adults (65+) with an existing Live in Care package are being included within this review process and this is not a factor which will impact if an existing care package is reviewed or not, only the outcome of the review which will be compliant with the Care Act.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The reviews being completed as part of this project will positively impact individuals with a disability as it will identify the appropriate level of care they require at the time of the review. This will enable AHC to then support the individual and their representatives to live longer, better.</p> <p>There is no data to support this statement and disability is not a factor which will impact if an existing care package is reviewed or not, only the outcome of the review which will be compliant with the Care Act.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Gender reassignment is not a factor which will impact if an existing care package is reviewed or not.</p> <p>No factors have been identified which will impact an individual because of gender reassignment.</p> <p>No data has been made available in relation to this characteristic as it does not impact on if the existing package of care is appropriate or not.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Pregnancy/maternity is not a factor which will impact if an existing care package is reviewed or not.</p> <p>No factors have been identified which will impact an individual because of pregnancy/maternity.</p> <p>No data has been made available in relation to this characteristic as it does not impact on if the existing package of care is appropriate or not.</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Race is not a factor which will impact if an existing care package is reviewed or not.</p> <p>No factors have been identified which will impact an individual because of race.</p>

	No data has been made available in relation to this characteristic as it does not impact on if the existing package of care is appropriate or not.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Religion/belief is not a factor which will impact if an existing care package is reviewed or not.</p> <p>No factors have been identified which will impact an individual because of religion/belief.</p> <p>No data has been made available in relation to this characteristic as it does not impact on if the existing package of care is appropriate or not.</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Sex is not a factor which will impact if an existing care package is reviewed or not.</p> <p>No factors have been identified which will impact an individual because of sex.</p> <p>No data has been made available in relation to this characteristic as it does not impact on if the existing package of care is appropriate or not.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Sexual orientation is not a factor which will impact if an existing care package is reviewed or not.</p> <p>No factors have been identified which will impact an individual because of sexual orientation.</p> <p>No data has been made available in relation to this characteristic as it does not impact on if the existing package of care is appropriate or not.</p>
Mitigation	

Mitigation	
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Marriage and Civil Partnership

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Whether an individual is married or in a civil partnership may impact their strengths and care and support needs. For example, if their partner could act as an unpaid carer at night then the review may reflect Domiciliary Care as an alternative to Live in Care. Therefore, this characteristic could impact what services are possible for the individual.
Mitigation	As with current practice however, the reviews being conducted as part of the project would only identify this as an option which could be explored and would require a conversation with the individual and the partner to understand feasibility before any change is made to a care package. As such it is not planned that this project impacts individuals based on their marriage or civil partnership status.

Poverty

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	Poverty is not a factor for whether an individual is supported by Live in Care however individuals will require space for a live in carer to reside, such as a spare bedroom or dining room to convert which could be considered a limiting factor.
Mitigation	<p>Alternatives to Live in Care are available for individuals unable to provide this space, such as res/nursing, or a high level dom care package.</p> <p>A spare room is not a new requirement and is required for individuals to receive Live in Care already. As such, a review of an existing package will not impact the individual based on this characteristic.</p>

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Rurality is not a factor which will impact if an existing care package is reviewed or not.</p> <p>No factors have been identified which will impact an individual because of rurality.</p>

	No data has been made available in relation to this characteristic as it does not impact on if the existing package of care is appropriate or not and it should be noted that there are national agencies which will offer Live in Care.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

The data and outputs from this project will be monitored through SP25. There are expected to be 5 cohorts of individuals identified through the review:

Group 1 - LIC no longer appropriate and individuals could be more independent (domiciliary care)

Group 2 - LIC is suitable but the provision could be changed to a more cost effective provider

Group 3 - LIC is suitable however the individual has care over and above this, where single-handed care principles may apply

Group 4 - LIC no longer suitable and individuals need more care (residential home/nursing home)

Group 5 - no action required

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: 00570

Date of production of EIA for publication: 31/10/2024