



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 stay flat at Chesil Lodge Extra Care Housing in Winchester
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Extra Care Housing
Description of the service/policy/project/project phase	<p>Extra Care housing offers affordable housing and a secure place to live in community with the benefit of care and support staff onsite 24 hours a day, seven days a week to meet assessed and emergency care needs. As part of the current offer, a short stay flat is available within Campbell Place, Fleet, for individuals to have a trial stay in a fully furnished flat, with care provision available. Due to the position of the flat, it is harder to access geographically, for much of the county, so the decision was made to look to extend this service to the South of the County, at Chesil Lodge Extra Care Housing in Winchester, to ensure more equal access to all Hampshire County Council residents.</p>
New/changed service/policy/project	<p>Chesil Lodge is an Extra Care Housing scheme in Winchester, that provides 44 affordable rented flats for permanent occupation. Winchester City Council has provided agreement for one of these flats to sit outside of usual allocation processes to be used for the provision of short stays. The nomination rights for this short stay flat will sit with Hampshire County Council (HCC) Adults' Health and Care (AHC). The HCC AHC will nominate individuals for stays of a maximum of 6 weeks (this may be longer by exception and in agreement with the Registered Provider) in accordance with the objectives and scope set out in the Short Stay Flat Multi agency Protocol. Care and support will be provided by the onsite Care Provider who has been appointed by HCC and provides planned and emergency care for all residents 24/7, including a waking night service. The Care Provider will work with HCC to complete assessments, support exit plans, and recruit additional staff from the date from which this contract starts, to meet the care and support needs of potential short stay residents. The Registered Provider will provide the landlord function for the short stay flat by issuing licence agreements (nil rent to the licensee), managing void works, and undertaking health and safety checks and cleaning when the flat is between licensees. The Registered Provider will also be responsible for ensuring the licensee vacates the property at the end of the license agreement.</p>

Engagement

All District and Borough Council Housing departments were contacted to ask if they would be able to offer one flat from their extra care housing schemes, to be used outside of the normal nominations process, to be used exclusively by Hampshire County Council for a short stay flat.

Winchester City Council and New Forest District Council were the only ones to confirm they would be able to facilitate this. Other areas advised that due to high pressure from their waiting list for their extra care housing schemes, they would not be able to do this. They provided quotes for the project, and Winchester City Council provided the best value for money for the Council so a decision was made to progress with this option after consultation with the procurement department.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The flat will be available for individuals who are 55+, however the flat will also be considered for use for younger individuals if it will benefit them and they have eligible care and support needs. The introduction of this flat provides a new service for older adults to help them remain at home for longer.</p> <p>The flat includes access to onsite activities, and an onsite restaurant which will help those that are isolated with the option to attend activities and meal times with other residents. Will have a positive impact on social isolation and loneliness in older adults, though the temporary nature of the short stay flats means that it may be difficult for individuals to build meaningful relationships with other residents, and they may not be eligible to go on the housing register for Chesil Lodge, but for another extra care housing scheme.</p> <p>Overall the impact will be positive for the protected characteristic of 'age'.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Individuals with a disability will be able to make use of the flat which is purpose built to be accessible housing, including individuals who use wheelchairs, who should be able to move around the flat independently. If specific requirements are needed to enable an individual to use the short stay flat, a referral can be made to the occupational therapy team for assessment prior to use of the flat.</p> <p>Short term extra care would enable service users to identify accessibility and adaptability requirements for a more permanent extra care setting.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The short stay flat is available to all individuals with eligible care and support needs. An individuals transgender status is not taken into consideration when applying for use of the flat.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The short stay flat is available to all individuals with eligible care and support needs of age 55 and above. It will have a neutral impact on this characteristic.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Access to the Short Stay Flat is accessible to all individuals with care and support needs. The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral

Rationale	Access to the Short Stay Flat is accessible to all individuals with care and support needs. The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The short stay flat is available to all individuals with eligible care and support needs. An individuals sex is not taken into consideration when applying for use of the flat.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Access to the Short Stay Flat is accessible to all individuals with care and support needs. The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect. An

	individuals sexual orientation is not taken into consideration when reviewing applications for the use of the flat.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Access to the Short Stay Flat is accessible to all individuals with care and support needs. The flat will be set up with a single bed, but there will be the option for another bed to be added for the duration of the stay so those in a marriage or civil partnership can be considered to enable cohabitation in the flat.</p> <p>The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The cost impact on the individual using the short stay flat is considered against their financial assessment, and limited to their maximum client contribution.</p>

Mitigation	
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Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Extra Care Housing offers short term accommodation services to people of age 55 and above with care and housing needs. The contract will have neutral impact on this characteristic. One potential negative consideration is the transport cost for individuals in more rural settings to access the flat, however once at the flat they would not need to incur further transport costs. Overall impact will be neutral.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

None

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: 00617

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