

## 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
Jo Gibbs	Senior Category Manager Children's Services	jo.gibbs@hants.gov.uk

Title:	Supported Accommodation High Support Needs Framework 2026
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Supported Accommodation services for 16-21 year olds, commissioned from the external provider market
Description of the service/policy/project/project phase	Hampshire County Council’s Children’s Services Directorate has a statutory duty to accommodate all homeless young people (YP) aged 16 and 17 years and care leavers under statutory legislation (Children Act 1989 (as amended by Sections 17(6) and 22(1)), The Children Leaving Care Act 2000, The Children and Social Work Act 2017, Housing Act 1996 (as amended), The Homeless (Priority Need) Order 2002) and the Homelessness Reduction Act 2017. Care leavers aged 18-20 years, and YP aged 16-17 years who are not a ‘relevant child’ or a ‘Child In Need’ owed an accommodation duty under S20 of the Children Act, are in ‘priority need’ for assistance if homeless. This project is specifically in relation to supported accommodation which is commissioned from the external market. The project will commission supported accommodation services for children and YP aged between 16-18, or up to 21 if they are a care leaver,

	providing them with accommodation and support with the aim to develop their independent skills and achieve independence. This may include children and YP with challenging behaviour who may have experienced placement breakdowns, abuse, neglect, and loss and who may be emotionally vulnerable. Providers must deliver services that will support children and YP to build the relevant skills for independent living.
New/changed service/policy/project	Due to the expiry of the current contract term (anticipated end date 30/11/26), Hampshire County Council needs to establish a new contract for the provision of supported accommodation services for children and YP with high support needs. The service will need to be flexible to accommodate a range of support needs and ensure YP are supported to develop independent living skills such as budgeting and cooking and stepped down to lower support at the earliest opportunity. The proposed new service will ensure the continued provision of supported accommodation services in a variety of settings, although predominantly shared homes. The proposed service will meet the demand for supported accommodation for YP aged 16-21 years old whom the local authority has the statutory duty to support, including separated children. The new contract will be subject to a full procurement exercise which is compliant with the Procurement Act 2023 and the Council's Contract Standing Orders.

<b>Engagement</b>
Engagement with the relevant service users will be undertaken by the Children and Families branch who will share YP's experiences and needs.
Feedback is consistently sought by service providers from YP using supported accommodation services and this is fed back to and collated by commissioners through contract meetings.
It is intended that the charity Motiv8 will be approached to coordinate engagement with care leavers to gather their feedback on the service specification which forms part of the tender pack and contract with successful service providers.
Children & Families staff from Children in Care, Family Help, and Care Leaver teams will be consulted and will contribute to service design, including input into the service specification for the new contract. This collaboration is to ensure the contract continues to meet the needs of children and YP requiring supported accommodation services.
Supported Accommodation Providers will also be engaged through virtual market sessions (via MS Teams), helping to shape the service specification. We anticipate provider input will support the development of a delivery model that is both viable and sustainable.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	

	<p>The project will have a positive impact for the children and YP between 16 to 21 years of age that the service will accommodate. The re-procurement of supported accommodation services will ensure the continued availability of access to the most suitable, placements for children and YP aged 16-21 years with appropriate support available to the young people placed in them. These placements will be commissioned to deliver outcomes that are specific to the young person's needs, including their educational outcomes, health and well-being, as set out in their Support Needs Assessment.</p> <p>This particular project will support only children and YP aged 16-21 years; Hampshire County Council's Children's Services Directorate has a statutory duty to accommodate all homeless YP aged 16 and 17 years and care leavers under statutory legislation (Children Act 1989 (as amended by Sections 17(6) and 22(1)), The Children Leaving Care Act 2000, The Children and Social Work Act 2017, Housing Act 1996 (as amended), The Homeless (Priority Need) Order 2002) and the Homelessness Reduction Act 2017. Care leavers aged 18-20 years, and YP aged 16-17 years who are not a 'relevant child' or a 'Child In Need' owed an accommodation duty under S20 of the Children Act, are in 'priority need' for assistance if homeless. If a child below 16 years of age needs to access accommodation services, they will be referred to foster care or residential. Beyond 21 (or 25 when in education), they will be referred to the Adult Services (if applicable).</p>
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>The project will have a positive impact for the children and YP who we accommodate. The re-procurement of supported accommodation services will ensure the continued availability of access to the most suitable, age appropriate placements, and will facilitate access to appropriate support. These placements will be commissioned to deliver outcomes that are specific to the YP's needs, including their educational outcomes, health and well-being. The placement will meet the individual's physical, mental, learning, and emotional needs, maximising opportunities for the child or young person to gain independence as they approach adulthood. This could include supporting the young person to use Technology Enabled Care (TEC) applications where they will promote independence.</p>
Mitigation	

## Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for the children and YP we are responsible for. The re-procurement of supported accommodation services will ensure the continued availability of access to accommodation and the identification of the most suitable support in meeting a young person's individual needs, including any needs that arise from gender reassignment
Mitigation	

## Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for the children we are responsible for. The re-procurement of supported accommodation services will ensure the continued availability of the most suitable placements (accommodation and relevant support) in meeting the individual needs of the children and YP. Any young person that was or became pregnant would be supported to ensure they accessed the appropriate health and support pathways.
Mitigation	

## Race

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact on the children we are responsible for. The re-procurement of supported accommodation services will ensure the continued availability of access to the most suitable placements (accommodation and support) in meeting the individual needs of the child, including any needs associated with minority ethnic backgrounds. Children will be encouraged and given opportunities to practice cultural, religious, and ethnic customs and characteristics. Staff in these residential settings will recognise and respect racial diversity and will be required to role model good behaviour.
Mitigation	

## Religion or Belief

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact on the children we are responsible for. The re-procurement of supported accommodation services will ensure the continued availability of access to the most

	suitable placements (accommodation and access to support services) in meeting the individual needs, including the religion or beliefs of the children and YP we care for.
Mitigation	

## Sex

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact on the children we are responsible for the re-procurement of supported accommodation services will ensure the continued availability of access to the most suitable placements (accommodation and access to support services) in meeting individual needs, including any gender specific needs, requirements or preferences of the children and YP we care for.
Mitigation	

## Sexual Orientation

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact on the children we are responsible for. The re-procurement of supported accommodation services will ensure the continued availability of access to the most suitable placements (accommodation and access to support services) in meeting individual needs, including any gender specific needs, requirements, or preferences of the children and YP including their sexual orientation. Service providers will be required to take account of individual needs and provide appropriate advocacy and support where required.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Positive
Rationale	As the legal age for marriage and civil partnerships is 18 years of age, Care leavers aged between 18 and 21, for whom we are responsible, may choose to enter into marriage or a civil partnership. Access to the supported accommodation service is available to care leavers regardless of their relationship status, and should they wish to enter marriage or civil partnership, they will be supported by their Personal Adviser and support worker, and also their supported accommodation provider, through access to appropriate accommodation and support services.
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact on the children we are responsible for. The re-procurement of supported accommodation services will ensure the continued access to the most suitable placements (accommodation and access to support services) in meeting individual needs, and such placements will nurture and support the progress of the young person in placement. Support services may include ensuring that young people access all financial benefits to which they are entitled; provision of support with budgeting and financial management and support to access related services to support their financial stability and wellbeing.
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact on the children we are responsible for. The re-procurement of supported accommodation services will ensure continued access to the most suitable placements (accommodation and access to support services) in meeting individual needs. When finding the right placement for young people, service providers will take into account the views and needs of the young person, such as access to work, training or education settings, and access to other services and social or leisure activities. Service providers will therefore seek to reduce the need for YP to travel extensively to access essential services, or to maintain access to their established networks.
Mitigation	

Geographical Impact: All Hampshire

## Equality Statement

### Additional information:

The aim of this project is to increase the sufficiency of supported accommodation placements within Hampshire (and bordering local authorities and beyond if necessary) to ensure good quality support for our children and YP. The initial contract term is planned for four years, with the option to extend - if the framework continues to meet the needs of the cohort - up to a maximum of eight years. Any future commissioning and procurement activity will take into account the learning from this project and build on its successes.

### 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: 00997

Date of production of EIA for publication: 28/10/2025