

# Equality Impact Assessment



Hampshire  
County Council

## Rookwood Centre

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Department: Children's Services

Date of  
assessment: 29/06/2021

## Description of current service/policy

Children's Services provides safeguarding services in line with the Children Act (1989 & 2004). Face to face contact is included with this facility for vulnerable children and families. There are approximately 120 staff who deliver this function, which requires a front of house contact centre for family contact and safeguarding meetings; as well as staff office accommodation. The intake process is carried out every week and requires a team of social workers to collaborate together to progress new cases. There are also other teams that support that support the delivery of this service.

Geographical impact: Eastleigh

## Description of proposed change

The lease of Hampshire House ended in October 2020. This required a quick decision and the services operating from the building needed to be relocated. The Children and Family Teams were temporarily relocated to Monarch Way but this is not a long-term solution. Hampshire House no longer met safety requirements and changes were required both in location and working practices to work more flexibly and maximise the use of the space. Rookwood was identified as the most suitable building to operate a new model for delivering Children and Family services. Moving to Rookwood is an opportunity to address those requirements and implement a new approach to the way the teams work.

## Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

## Engagement and consultation

Has engagement or consultation been carried out? Yes

A formal consultation process was carried out by HR in October 2020 with the staff relocating from Hampshire House to Rookwood as a permanent location.

<b>Statutory considerations</b>	<b>Impact</b>	<b>Mitigation</b>
<b>Age:</b> Neutral		
<b>Disability:</b> Positive	The proposed building will be fully accessible – enhancements are proposed to parking and building entrance.	
<b>Sexual orientation:</b> Neutral		
<b>Race:</b> Neutral		
<b>Religion and belief:</b> Neutral		
<b>Gender reassignment:</b> Positive	There will be a unisex visitor AWC	
<b>Gender:</b> Neutral		

<b>Marriage and civil partnership:</b> Neutral		
<b>Pregnancy and maternity:</b> Neutral		
<b>Other policy considerations</b>	<b>Impact</b>	<b>Mitigation</b>
<b>Poverty:</b> Neutral		
<b>Rurality:</b> Neutral		

**Neutrality statement (if all considerations have a neutral impact)**

**Any other information**

None