

Equality Impact Assessment



Hampshire
County Council

Hampshire Personal Assistant in Care Finder (www.hampshirepafinder.org.uk)

Accountable officer: Matthew Flye
Email address: matthew.flye@hants.gov.uk
Department: Adults' Health and Care
Date of assessment: 04/06/2018

Description of current service/policy

Service users are provided with the opportunity to have a direct payment to source their own care and support. Currently there is not a website within Hampshire that provides a platform for people to advertise vacancies for Personal Assistants in Care. Common ways people advertise is through social media, placing adverts in shop windows and websites such as Gumtree and Indeed. This is also the case for those that privately fund their care and support.

Geographical impact: All
Hampshire

Description of proposed change

To develop a platform whereby service users can advertise current vacancies for Personal Assistants in Care or people can register to become a Personal Assistant in Care. The website will also contain information and guidance around what it is like to be a Personal Assistant in Care and provide potential employers with all necessary information around employing a Personal Assistant in Care. This can be accessed by service users with direct payments, personal health budgets and self funders.

Impacts of the proposed change

This impact assessment covers Service users

Engagement and consultation

Has engagement or consultation been carried out? Yes

A Personal Assistant in Care Task and Finish group has been created with a mix of people from Hampshire County Council, Health, Service Users and Parent/Carers who employ Personal Assistants in Care and people from the Voluntary Sector. The aim of this group was to help to co-produce a website that would be beneficial for the users to provide them with all of information required to employ or become a Personal Assistant in Care and be a way of signposting people to vacancies and to sign up for the role.

Statutory considerations	Impact	Mitigation
Age: Positive	The Hampshire Personal Assistant in Care Finder will allow for a more personalised service for service users, with the website meeting with current accessibility standards for all to access. Registration for the website can be completed by the individual employer or someone completing on their behalf if they require support.	
Disability: Positive	The Hampshire Personal Assistant in Care Finder will allow for a more personalised service for service users, with the website meeting with current accessibility standards for all to access. Registration for the website can be completed by the individual employer or someone completing on their behalf if they require support.	
Sexual orientation: Neutral		
Race: Neutral		
Religion and belief: Neutral		
Gender reassignment: Neutral		
Gender: Neutral		
Marriage and civil partnership: Neutral		
Pregnancy and maternity: Neutral		

Other policy considerations	Impact	Mitigation
Poverty: Neutral		
Rurality: Neutral		

Any other information

The Hampshire Personal Assistant in Care Finder (www.hampshirepafinder.org.uk) will meet with current accessibility standards for all those that are looking to employ someone to carry out the care and support they require. This may be through a personal budget provided by Hampshire County Council or Health or someone funding this themselves. The same can be said for potential Personal Assistants in Care as there will be no restrictions to those that will be using the site and accessing information about becoming Personal Assistants in Care. The Hampshire Personal Assistant in Care Finder has a potential positive impact on all other groups as the website will allow employers to personalise their adverts so that they can employ Personal Assistants in Care who can best support their care needs and help them live a full life.