

SP23 Equality Impact Assessment - Hampshire Scientific Service expansion of drug testing services – staff and service users

EIA writer(s) and authoriser

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Section one – information about the service and service change

Service affected	Hampshire Scientific Service
Please provide a short description of the service / policy/project/project phase	HSS provide a range of scientific analytical services to customers predominantly in the public sector; Coroners, Police, Trading Standards, Schools, Local Authorities and Central Government, supplemented by smaller private sector clients. Forensic testing of drugs seized by Hampshire Constabulary is currently carried out by a team of 2 staff who can process around 30 case submissions a month.
Please explain the new/changed service/policy/project	Create additional drugs testing capacity, increasing number of reporting drug scientists by Mar 2023 to enable 60 cases a month to be processed with the aim of securing additional drugs contract in by March 2023.

	Positive business impacts in terms of growth of existing service provision/capacity; improved quality of service delivery for partners – Hampshire Constabulary, Thames Valley Police – as a result of reliability/security of provision, increased volume of work delivered, reduced turnaround times etc.; likely to improve and strengthen relationships with partners. It is expected creating additional drug testing capacity will have no adverse impacts on existing service users or HSS staff. It is likely to include the recruitment of 1 additional staff member.
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Engagement and consultation

The County Council’s *Serving Hampshire Balancing the Budget* consultation (2021-2023) will seek residents' and stakeholders' views on strategic options for funding the Authority’s budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed ‘stage two’ consultation before any decisions on service specific changes are made.

Has any pre-consultation engagement been carried out?
(Delete as appropriate)

	No		
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Describe the consultation or engagement you have performed or are intending to perform.
Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No consultation or engagement planned as HSS are increasing existing services to generate additional income and there is no likely impact to residents or stakeholders.

Section two: Assessment

Table 1 Impact Assessment for both staff and public

Protected characteristic (see EIA Guidance for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		X				Both
Disability		X				Both
Gender reassignment		X				Both
Pregnancy and maternity		X				Both
Race		X				Both
Religion or belief		X				Both
Sex		X				Both
Sexual orientation		X				Both
Marriage & civil partnership		X				Both
Poverty		X				Both
Rurality		X				Both

Table 2 Geographical impact

Does the proposal impact on a specific area?

Area	Yes / no	Area	Yes / no	Area	Yes / no
All Hampshire	Yes	Fareham		New Forest	
Basingstoke and Deane		Gosport		Rushmoor	
East Hampshire		Hart		Test Valley	
Eastleigh		Havant		Winchester	

Section three: Equality Statement

Table 3 Consideration of and explanation for neutral or low negative impacts

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on age.
Disability	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on disability.
Gender reassignment	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on gender reassignment.
Pregnancy and maternity	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on pregnancy and maternity.
Race	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on race.
Religion or belief	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on religion or belief.

Sex	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on sex.
Sexual orientation	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on sexual orientation.
Marriage & civil partnership	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on marriage and civil partnership.
Poverty	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on poverty.
Rurality	The planned growth for expansion of drug testing services are not expected to have an disproportionate impact on rurality.

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions
N/A			

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
N/A	

Box 1 Please set out any additional information which you think is relevant to this impact assessment:

Recruitment for additional staff will be conducted with an inclusion and diversity approach following HCC procedures to ensure it is as inclusive as possible.

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

Expansion of existing services to increase the provision of drug testing will not have any adverse impacts on existing service users or HSS staff.