



## 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:	Local Solutions Grants January 2023 Decision Day
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	The grants proposed in this paper all represent new services which were not previously funded and therefore are of additional benefit to those they seek to serve. The Local Solutions fund continues to offer funding to projects which support a diverse range of Hampshire residents, and does so in collaboration with Social Care Teams, health partners and the community and voluntary sector.
Description of the service/policy/project/project phase	The grants proposed in this paper all represent new services which were not previously funded and therefore are of additional benefit to those they seek to serve. The Local Solutions fund continues to offer funding to projects which support a diverse range of Hampshire residents, and does so in collaboration with Social Care Teams, health partners and the community and voluntary sector.
New/changed service/policy/project	The grants proposed in this paper all represent new services which were not previously funded and therefore are of additional benefit to those they seek to serve. The Local Solutions fund continues to offer funding to projects which support a diverse range of Hampshire residents, and does so in collaboration with Social Care Teams, health partners and the community and voluntary sector.

Engagement
<p>The Local Solutions Grant application process is designed to enhance collaboration between HCC and the applicant every step of the way. Throughout the application process, the grants within this paper were shaped in order to ensure the outcomes proposed align with the Adults Health strategy and deliver the maximum benefit for participants.</p> <p>A key focus for DM&amp;P at the current time is building and strengthening relationships with the local districts across Hampshire. The individual districts have been consulted with on each project which impacts their locality for their thoughts and suggestions to ensure the maximum benefit across multiple levels of Local Government.</p> <p>Finally various HCC teams have been involved with the shaping of the projects outlined in this report. An example of this is with the Happy Healthy Healing Hut application which was work on in</p>

collaboration between the organisation and DM&P at the request of the local social care team who identified this as a needed service for their vulnerable client base.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	All projects suggested for funding have a primary target audience of Older Adults (70+), though will also be support those who meet the criteria in younger age demographics. As an example the Happy Healthy Healing Hut project specifically seeks to support adults 70+ with support sessions aimed at boosting confidence, social connectivity and improving health and wellbeing outcomes. This project has been requested by the Adults Social Care Teams as they are seeing an increase in isolation and vulnerability in older adults in certain geographic locations which this project seeks to address.
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	A number of the projects proposed support those with physical and learning disabilities across multiple districts. Provision is also being made to improve services for carers of those living with physical and learning disabilities to ensure comprehensive peer support and minimise the risk of carer breakdown. The Hatch

	<p>Warren Community Association project seeks to support carers of those with learning disabilities and will build on their very successful independent living skills project which is ongoing, in order to offer a more comprehensive level of support. The Recapture Life CIC project supports those with dementia and their carers/ support network to build emotional resilience and support with lifestyle adjustments to ensure participants are able to live as healthily and independently for as long as possible.</p>
Mitigation	

### Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Whilst none of the projects recommended for funding specifically support people within this defined characteristic, they are all open to those who need support irrespective of gender reassignment.</p>
Mitigation	

### Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Whilst none of the projects recommended for funding specifically support people within this defined characteristic, they are all open to those who need support irrespective of pregnancy or maternity.</p>

Mitigation	

### Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst none of the projects recommended for funding specifically support people within this defined characteristic, they are all open to those who need support irrespective of race.
Mitigation	

### Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst none of the projects recommended for funding specifically support people within this defined characteristic, they are all open to those who need support irrespective of religion or belief.
Mitigation	

### Sex

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Impact on public	Positive
Impact on staff	Neutral
Rationale	All projects outlined for approval are open to all irrespective of sex. The Recapture Life CIC project will fund a number of workshops and support groups for those caring for people with dementia, some of which will be specifically targeted towards male carers. Feedback from those who have engaged with the organisation previously was that many men feel current support groups do not meet their specific needs and so targeted and tailored provision will be made in order to address this specific concern.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst none of the projects recommended for funding specifically support people within this defined characteristic, they are all open to those who need support irrespective of sexual orientation.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral

Rationale	Whilst none of the projects recommended for funding specifically support people within this defined characteristic, they are all open to those who need support irrespective of marriage or civil partnership status.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst none of the projects recommended for funding specifically support people within this defined characteristic, they are all open to those who need support irrespective of poverty.
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst none of the projects recommended for funding specifically support people within this defined characteristic, they are all open to those who need support irrespective of rurality.
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire, Eastleigh, Fareham, Gosport, Havant, New Forest, Test Valley, Winchester

## 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: 00351

Date of production of EIA for publication: 1/24/2023