



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
Andrew Mallett	Project Manager Adults' Health and Care	andrew.mallett2@hants.gov.uk Tel:TBA

Title:	Live-in-Care for Community Based Services (Short Term Services)
Related EIAs:	None

EIA for Savings Programme:	No EIA - Adults Health & Care - SP25
Service affected	Short Term Services Programme
Description of the service/policy/project/project phase	HCC Older Adults Short Term Services (STS) programme currently offers a safe environment, where dedicated staff work in partnership to enable individuals and their families time to think, recover and maximise independence. The project builds upon this to allow for rapid flow from hospitals to a care setting or support in an individuals own home for assessment of an individuals needs and support to become more independent. This is currently through the use of the Rapid Support Service, Short Term Services Live-In Care and our bed based services located across 6 HCC Care sites for both hospital discharge and admission avoidance into hospital or placement (where possible).
New/changed service/policy/project	As part of the STS programme, HCC now deliver Rapid Support Service, Short Term Live-In Care Service and Step Down beds to support hospital discharge. We have also implemented Step Up beds that Community Social Work teams can access to carry out care act assessments. We want to provide a suite of options available for the residents of Hampshire, therefore we are looking to implement the Step Up Live-In Care Service. Step Up Live-In Care is currently awaiting approval from Executive Member. We are seeking approval for a 'test and learn' 1 year (with potential to extend) contract for Community Teams to access a block Live-In Care provision as an option to be able to complete a care act assessment within an individuals own home. This is a new service for Community, providing another option to individuals to access in order determine their long term care requirements and needs.

Engagement
A survey was undertaken of service users from the pre-cursor project 'Discharge to Assess' in 2020 and 2021. From the feedback obtained, our Rapid Discharge Service was changed to Rapid Support Service to differentiate the discharge element from hospital to the service provided following. Our new survey moving forward within the Short Term Services programme, has been amended to a simpler format and accessible to all through paper format, digital and also audio - a dedicated contact number that someone will run through the questions and

capture responses. General feedback gather throughout has provided us with good reasons to look to implement the Step Up Live-In Care Service.

From a service perspective, Providers and Operational Teams are tailoring care requirements based on the needs of the individuals, both in regards to their care and their cultural needs. Through a stronger working relationship, Providers and Operational teams are communicating changes of need on a daily basis and adapting as and how they need to. One example being an individual that is Nepalese, the Reablement Team are working with translators to ensure that an accurate assessment is completed and understand the true care needs of the individual.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>The development of Step Up Live-In Care for Community Based Services will have no disproportionate impact on the service user and staff because of their age</i>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The inclusion of the utilisation of TEC (Argenti) equipment within the project should improve

	<p>access to the service and improve individuals journeys through the utilisation of these technological enhancements.</p> <p>An aspect of the programme is to review effectiveness of the Short Term requirements for individuals with dementia. The adoption of improved ways of working of care staff will improve such individuals journeys through the assessment and discharge cycles, either to home or long term care.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>No disproportionate impact with regards to peoples' gender reassignment identified because of the development of the Step Up Live-In Care Service for Community Based Services</i>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Positive
Rationale	No anticipated changes to current public service user position expected through programme delivery however this is likely to provide a benefit <i>as an</i> aspect of the programme is to investigate the use of COBOTS within RSS/LIC and HCC Care environments. This may well provide a benefit through improved and assisted handling technology and

	techniques which will prevent less strain on the individual carer.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<i>Providers will tailor packages of care to the requirements of the individual receiving the service and Social Workers will ensure that translators are involved in assessments if required in order for the individual to be fully engaged and involved in the assessment to determine their long term care requirement. This benefits both with regards to their care and cultural needs.</i>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>The development of Step Up Live-In Care for Community Based Services will have no disproportionate impact on the service user and staff because of their religion or beliefs.</i>
Mitigation	

Sex

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>No disproportionate impact with regards to peoples' gender because of the development of the Step Up Live-In Care Service for Community Based Services</i>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>No disproportionate impact with regards to peoples' sexual orientation identified because of the development of the Step Up Live-In Care Service to for Community Based Service</i>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>No disproportionate impact with regards to peoples' marital status identified because of the development of the Step Up Live-In Care Service for Community Based Service</i>

Mitigation	
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Poverty

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<i>Step Up Live-In Care will be accessible for those that have a spare room available for a Live-In Carer to be able to reside in the individual's property.</i>
Mitigation	If an individual only has 1 bedroom, they may be able to access the Rapid Support Service as an interim measure in order to carry out a care act assessment or be placed in a Short Term Service Step Up bed to determine long term care requirements.

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>One of the key focus aspects of the programme is to enable individuals to remain within their homes prior to assessment for care needs or from discharge from acute care into a Short Term bed setting.</p> <p>The ability to receive planned Rablement services or Live in Care in their own homes will be a benefit for rurally isolated individuals with little or no access to transport.</p>
Mitigation	

Geographical Impact:All Hampshire

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: 00363

Date of production of EIA for publication: 17/03/2023