



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:	DM&P Infrastructure Grants 2023
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Grants held within this report have been awarded in previous years. The proposal made within the report is to continue these grants with the same amount of funding as in financial year 2022/2023. The proposed grant projects will run for the duration of financial year 2023/24 and will represent a continuation of the service currently offered.
Description of the service/policy/project/project phase	The purpose of the report this EIA relates to is to seek approval for making a grant award to the voluntary and community organisations Community First Wessex and Citizens Advice Hampshire as part of our annual core infrastructure grants in support of the voluntary and community sector organisations. The Infrastructure grants provide funding in support of the Council of Voluntary Services and Citizens Advice networks across Hampshire and are there to support a vibrant and sustainable community sector across the county.
New/changed service/policy/project	This grant is awarded on the same terms and for the same amount as the equivalent grant in 2022/23 and represents a continuation of the service which is currently in place.

Engagement
Both of the grants detailed in this report were awarded in the previous financial year. Engagement undertaken includes but is not limited to, discussions with local organisations throughout the year on the level of support they have seen from the lead organisations, discussions with Adults Health and Care Teams and staff in the other Directorates of the County Council around the value the grants have to the work they undertake and regular monitoring which measures the monetary value to residents that the Citizens Advice Infrastructure grant in particular delivers.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The grants recommended for award within this paper represent a continuation of services provided over the previous financial year. Awarding the grants within this paper will enable Citizens Advice Hampshire (CitAH) and Community First Wessex to offer support and advice to new organisations and individuals across the County.</p> <p>Community First Wessex supports the Council for Voluntary Services (CVS) Network support a diverse range of Voluntary, Community and Social Enterprise organisations many of which support older adults to remain independent and connected to their communities. The continuation of this grant will enable the associated support to continue, with a focus being on supporting older adults organisations with the challenges of rising costs and inflationary pressures, ensuring they are sustainable and able to continue to operate.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The grants recommended for award within this paper will enable CitAH and the CVS Network to offer support and advice to new organisations and individuals across the County.</p> <p>CitAH and the wider Citizens Advice network work closely with a large number of residents with disabilities, supporting them to get the financial and benefits support they are entitled to; in the last year 50% of the residents supported have had a disability or a long term health condition. It is anticipated with the rise in the cost of living that there will be an increase in the number of clients with disabilities that the network will supporting in the coming year and the awarding of the grants within this paper will enable that work to continue at a scale to meet the demand.</p>

Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The grants recommended for award within this paper represent a continuation of services provided over the previous financial year. Whilst we do not have data on the benefits seen by those who come within the gender reassignment characteristic there is no evidence that the grants being awarded will have a disproportionate impact on this group.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The grants recommended for award within this paper represent a continuation of services provided over the previous financial year. Whilst we do not have data on the benefits seen by those who come within the pregnancy and maternity characteristic group there is no evidence that the grants being awarded will have a disproportionate impact on this group.

Mitigation	
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Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The grants recommended for award within this paper represent a continuation of services provided over the previous financial year.</p> <p>In the last financial year the CitAH grant found that 13% of the users of the service they offered identified as being from ethnic minority background, this is significantly higher than the 7.4% who identified as ethnic minorities across Hampshire at the last census (2021). The continuation of this grant is likely to continue to disproportionately support residents identifying as ethnic minorities.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award within this paper represent a continuation of services provided over the previous financial year. Whilst we do not have data on the benefits seen by those who come within the religion or belief characteristic there is no evidence that the grants being awarded will have a disproportionate impact on this group.</p>
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The grants recommended for award within this paper represent a continuation of services provided over the previous financial year. Awarding the grants within this paper will enable CitAH and the CVS Network to continue to offer support and advice to new organisations and individuals across the County.</p> <p>In the last financial year the CitAH grant found that 60% of the users of the service they offered identified as being female, which is higher number than the 51.1% which identified as women across Hampshire at the last census. With the continuation of this grant likely to continue to disproportionately enable support for residents identifying as women.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award within this paper represent a continuation of services provided over the previous financial year. Whilst we do not have data on the benefits seen by those who come within the sexual orientation characteristic there is no evidence that the grants being awarded will have a disproportionate impact on this group.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award within this paper represent a continuation of services provided over the previous financial year. Whilst we do not have data on the benefits seen by those who come within the marriage and civil partnership characteristic there is no evidence that the grants being awarded will have a disproportionate impact on this group.</p>
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The grants recommended for award within this paper represent a continuation of services provided over the previous financial year will enable CitAH and the CVS Network to offer support and advice to new organisations and individuals across the County.</p> <p>CitAH and the wider Citizens Advice network work closely with a growing number of residents across the county, supporting them with financial and debt management (18% of issues supported by Citizens Advice) and access to benefits where eligible (19% of issues/support) , and support with Utilities (11% of issues supported). It is anticipated with the rise of the cost of living there will be an increase in the number of clients seeking support from the Citizens Advice Network in the coming year and the grants outlined in this report will support the local Citizens Advice organisations to be able to meet this demand.</p>

Mitigation

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The grants recommended for award within this paper represent a continuation of services provided over the previous financial year. Whilst we do not have data on the benefits seen by those live in rural areas, there is no evidence that the grants being awarded will have a disproportionate impact on this group.
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: 00388

Date of production of EIA for publication: 16/03/2023