



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:	Demand Management & Prevention Local Solutions Grants March 2023
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. One grant held within the report (Unity Ltd) has been proposed in order to support another grant funding project which is ongoing but has exceeded capacity and so the funding of this project will positively impact another Hampshire County Council Project/
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 projects recommended for funding within this report will enhance and increase services available to a wide range of residents, across a number of districts in the county. Officers have worked closely with organisations included in the report to ensure the projects will maximise the outcomes delivered for residents and complement existing provision which is in place

Engagement
<p>The Local Solutions Grant application process is designed to enhance collaboration between Hampshire County Council (HCC in the EIA from this point on) 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 (Demand Management & Prevention (DM&P in the EIA from this point) 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 the Koala Club project which has been created in collaboration with our Learning</p>

Disabilities Team in order to maximise the benefits for participants and for Hampshire County Council.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>All projects suggested for funding have a primary target audience of Older Adults (70+), though will also be supporting those who meet the criteria in younger age demographics.</p> <p>As an example the Unity project specifically seeks to support adults 70+, recently discharged from hospital and struggling to adjust to life back in their homes. This project was created out of a need identified due to an over subscription in one of our other services and supported by our Health partners and Teams who identified a lack of this provision in the Test Valley area.</p> <p>The Koala Club project supports residents with learning disabilities (LD from this point on in the EIA) and it was agreed with our LD colleagues that in this demographic older adults would refer to anyone in the 45+ age group in order to maximise the support given to specific needs within this community. Furthermore this project will support unpaid carers of participants, many of which will fall into the traditional definition of Older Adults (70+), supporting independent living to reduce the support requirements on unpaid carers.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral

Rationale	<p>All projects recommended for funding in this paper are open to residents with disabilities in order to provide additional support to what is already available in the community.</p> <p>The Koala Club project specifically supports residents with disabilities in a more intensive way than what is currently available and aims to boost independent living skills, coping mechanisms and link participants to other resources in the community to ensure long term benefits. Lower level support is currently available but this new project will enable us to trial whether a more intensive intervention will improve outcomes for those taking part and feed into future HCC decisions.</p> <p>The Unity project supports people at point of discharge from hospital. Many of the participants of this project may leave hospital with disabilities they did not have when they entered or may be experiencing increase frailty as a result of an extended hospital stay. The project seeks to support and connect those it works with to their communities to help people rebuild and reintegrate once they return to their homes.</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. There is no evidence that projects funded will have a disproportionate impact or benefit for those within this characteristic so its impact has been assessed as neutral.</p>
Mitigation	

Pregnancy and Maternity

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 pregnancy or maternity. There is no evidence that projects funded will have a disproportionate impact or benefit for those within this characteristic so its impact has been assessed as neutral.
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. There is no evidence that projects funded will have a disproportionate impact or benefit for those within this characteristic so its impact has been assessed as neutral.
Mitigation	

Religion or Belief

Impact on public	Neutral
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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. There is no evidence the that projects funded will have a disproportionate impact or benefit for those within this characteristic so is impact has been assessed as neutral.
Mitigation	

Sex

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 sex. There is no evidence the that projects funded will have a disproportionate impact or benefit for those within this characteristic so is impact has been assessed as neutral.
Mitigation	

Sexual Orientation

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 sexual orientation. There is no evidence the that projects funded will have a disproportionate impact or benefit for those within this characteristic so is impact has been assessed as neutral.</p>
Mitigation	

Marriage and Civil Partnership

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 marriage or civil partnership status. There is no evidence the that projects funded will have a disproportionate impact or benefit for those within this characteristic so is impact has been assessed as neutral.</p>
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The proposed Koala Club project will support participants with budgeting and financial management advice as part of the independent living skills they seek to boost in those who participate. Financial management has been identified as one of the key skills which enable those with learning disabilities to live a more independent life and this project seeks to address this in a targeted way.</p>

Mitigation	

Rurality

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 rurality. There is no evidence that projects funded will have a disproportionate impact or benefit for those within this characteristic so impact has been assessed as neutral.</p>
Mitigation	

Geographical Impact: Eastleigh, 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:

