



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 July 2023
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	The grants being recommended for funding by Demand Management and Prevention (DM&P) in the Executive Member for Younger Adults and Health and Wellbeing decision day July 2023 represent new services which have not been funded before. These services are designed to complement and enhance existing provision or provide a new service where one currently does not exist. In total 7 new projects are being proposed for funding with a total allocated spend of £60,540
Description of the service/policy/project/project phase	The grants being recommended for funding offer a range of services which are in addition or complementary to the services already existing across Hampshire. The Local Solutions fund (from where these projects will be funded) 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 Voluntary, Community and Social Enterprise (VCSE) sector.
New/changed service/policy/project	As a result of the proposals contained within this Executive Member Decision Report we do not anticipate any changes to service provision, rather these are extensions to existing services or new services which were not previously available.

Engagement
<p>The Local Solutions Grant application process is designed to enhance collaboration between Hampshire County Council (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&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 the Open Sight project being proposed was developed in conjunction with the</p>

Sensory Team in HCC who suggested the areas of coverage in order to maximise outcomes for both participants and for the County Council

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>A number of projects included in this report will deliver new services which are primarily aimed at Hampshire residents 70+. The Open Sight project, whilst not exclusively for those ages 70+ expects around 80% of participants to be in this age group and seeks to support people experiencing sight loss to live full and independent lives. Further to this the Kingsclere Meet Up Project will extend services in the area which are specifically designed for those aged 70+ and experiencing social isolation and dislocation from their community.</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 to provide additional support to what is already available in the community.</p>

	<p>The Open Sight project seeks to support people in adjusting to sight loss and those living with a visual impairment. The project will provide practical support to enable people to live safely in their home and maximise their connections to the community around them.</p> <p>The Friday Night Project supports people with mild to moderate learning disabilities to build a range of independent living skills, something which has been identified as being in need as a result of a lot of changes which have come about post Covid-19.</p> <p>The Forest Forge project supports residents with learning disabilities to live safely and as independently as possible. The project is specifically designed with the post covid-19 world in mind to ensure that independent living skills are up to date as people adjust to what is called 'the new normal'.</p>
Mitigation	

Gender Reassignment

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 gender reassignment.
Mitigation	

Pregnancy and Maternity

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 pregnancy or maternity.
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

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.
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
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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 their marital or civil partnership status.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>A number of the projects put forward for funding will support participants experiencing financial hardship or changes in circumstances which have led to increased financial pressures.</p> <p>The Eastleigh Citizens Advice project will provide direct support to those experiencing financial hardship across Eastleigh, providing advice and support for those impacted by the rise in the cost of living.</p> <p>The Open Sight project will support those with visual impairments in understanding and applying for any benefits they may be entitled to. This will enable those who benefit from this service to increase their income in order to fund any adaptations they may require owing to sight loss and visual impairment.</p>
Mitigation	

Rurality

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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, Havant, New Forest

Equality Statement

Additional information:

The outcomes of these projects will be monitored in accordance with the current DM&P monitoring and evaluation framework for grants. Prior to the signing of any grant agreements DM&P Officers will discuss monitoring requirements with the applicant and how to best capture the outcomes and benefits of their specific project and this will form the basis for conversations with the organisation going forward. Regular meetings and visits are held with projects to evaluate the positive impacts they are having on participants and specific impacts on protected characteristics.

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: 00431

Date of production of EIA for publication: 13/07/2023