



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:	HCC Care Service and Capital Strategy
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	HCC Care – Older Persons
Description of the service/policy/project/project phase	HCC Care provides long-term permanent care for older adults in nursing and or residential settings. These homes are located across Hampshire within traditional style residential settings, and purpose-built accommodation to meet the needs of older adults that have nursing needs. Annually, Adults' Health and Care provide around 1,600 adults with care homes placements, with the majority (75%-80%) provided by the private sector.
New/changed service/policy/project	The report seeks Cabinet approval for the investment of £173m to support the strategic aim of HCC Care Services becoming the primary provider of nursing and specialist dementia care for people aged 65 and over, and hence to reduce its provision of residential care. A phased programme is recommended to ensure that HCC Care homes are reflective of current and future need in three key service areas: short-term, nursing and complex residential dementia. The delivery of the total programme over 5-6 years would result in HCC Care continuing to provide around 1,000 beds over a portfolio of 13 sites, reduced from 17 (two of which have been temporarily closed since November 2021). The £173m proposed programme would see three new build sites, and extensive modification and expansion work at three existing homes. The programme would ensure that HCC Care homes remain attractive, and the service remains financially viable in a competitive market.

Engagement
<p>As noted, the purpose of this EIA is to support the Cabinet decision making process. In the event a decision is taken by Cabinet to proceed, there will be a full public consultation process before any final decision is taken. The information contained in this EIA will be reviewed and any additional information or analysis completed.</p> <p>Within this EIA, the assessment of impact and risk has been primarily focused on the short to medium term impacts on current residents. A longer-term assessment, focused on future residents, would highlight primarily positive impacts, particularly in terms of age and disability.</p>

Staff - As noted above, the purpose of this EIA is to support the Cabinet decision making process. In the event a decision is taken by Cabinet to proceed, the information contained in this EIA will be reviewed and any additional information or analysis completed prior to the formal HR consultation process. Within this EIA, the assessment of impact and risk has been primarily focused on the short to medium term impacts on current staff. A longer-term assessment would be undertaken prior to any potential workforce changes required in the future.

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>Of the circa 380 individuals who currently reside at the eight homes identified services for improvement/development, 75% are over 80 years old. It is recognised that spouses and partners may also be older adults who could struggle to travel to an alternative care facility to visit if it was further in distance.</p> <p>There will be a medium negative impact on current residents within homes that are proposed to either close or be remodelled to the extent that relocation of current residents will be necessary.</p> <p>It is suggested that three homes will close within a year should proposals go ahead - Solent Mead (Lymington), Bishops Waltham House (Bishops Waltham), Green Meadows, (Denmead).</p> <p>It is proposed that Westholme (Winchester) and Malmesbury Lawn (Havant) would close following completion of the replacement sites. Residents would be relocated to the new homes should this be their preference. The move would be carefully planned, and staff would also be relocated to the new buildings, therefore maintaining the established community.</p> <p>It is proposed that the remaining three homes undergo extensions and modifications on the existing sites. It is anticipated that work would be scheduled to allow nursing services to remain open to minimise and mitigate any disruption for the nursing element. It is proposed that residents within the residential element would move to alternative homes.</p>

While there are negative impacts identified for existing residents on the grounds of age due to the requirement for relocation or having to remain on site while works are ongoing which may negatively impact their experience within the home, it is recognised that there are strong positive impacts for the future cohort of residents on which the proposal is based. Future residents will have access to improved, modern facilities which will better meet their needs.

Staff - HR data recorded on SAP confirms that 39% of staff who work for Hampshire County Council are aged between 25 and 44, 51% between 45 and 64 and 5% are aged 65 or over. Within HCC Care the age profile of the workforce is typically older with 32% aged between 25 and 44, 60% between 45 and 64 and 4% aged 65 and over. The proposals, their impact and the mitigations being proposed should not negatively impact this profile primarily because any staff reductions will be achieved voluntarily.

Mitigation

During the consultation period, it is proposed that the County Council explores options to best work with the individual, family and carers to limit the impact of any proposed moves.

Residents required to move would be supported, together with workers and family, to find an alternative placement that best suits individual's care and support needs alongside the support of care management.

The proposed location of all sites within Hampshire has been carefully considered to ensure an improved geographical split/coverage, which would mean that residents should continue to have choice over location, allowing them to be easily visited by relatives and friends. The locations should all be well positioned for travel via public transport.

The building of new services and the remodelling of others will provide fit for purpose services for the future, whilst the location of some beds will change, the number of beds that are available to support the residents of Hampshire will be maintained.

There will be a robust communications and engagement plan to ensure that all affected, including residents and their families, are aware of any changes that may impact them. This plan will be reflective of different needs and information will appropriately and effectively targeted.

Staff - The proposals, their impact and the mitigations being proposed should not negatively impact this profile primarily because any staff reductions will be achieved voluntarily.

Disability

Impact on public	Negative - Medium
Impact on staff	Negative - Low
Rationale	<p>96% of the current HCC Care residents have a disability. Most residents have multiple chronic conditions, including mobility issues, dementia, and sensory loss.</p> <p>It is recognised that the proposals could negatively impact these individuals due to the difficulty of moving and learning and acclimatising to change and a new environment, especially for individuals with dementia.</p> <p>Staff - HR data recorded on SAP confirms that 7% of the Hampshire County Council (HCC) workforce are recorded as having (or previously had) a disability and 93% are recorded as not informed/unknown. The profile in HCC Care Services – Older Persons indicates that the numbers of staff who are recorded as having (or had) a disability is 3%, so significantly lower than the HCC figure. Therefore, the percentage recorded as not informed or unknown is higher, 97%.</p>
Mitigation	<p>During the consultation period, it is proposed that the County Council explores options to best work with the individual, family and carers to limit the impact of any proposed move. Full engagement of residents and families with social work staff who have significant professional experience and full information and engagement with residents and family during consultation would be arranged to further establish and mitigate impacts.</p> <p>Should a move be required, full support would be provided to ensure all care and support needs could be met in the agreed service. Where possible, individuals would be supported to move to alternative HCC care services as they would be more familiar and enable a smoother transition.</p> <p>Residents currently residing in Malesmbury Lawn would be supported to relocate to Oak Park when completed, should they wish to. This would ensure residents would have the same community of residents and staff team which would make the transition easier.</p>

All residents would be supported to make informed decisions together with their families. Advocacy would be offered and provided, as appropriate, to enable and support the individual's voice within the decision-making process.

A robust comms and engagement plan would be produced to ensure that information is accessible and available in various formats, including Easy Read.

It is also recognised that the proposal outlines future investment in specialist dementia provision which would be a positive impact for the future cohorts of residents– and in particular those with complex, advanced dementia. The proposal would place Hampshire in a strong position to meet the needs of residents with dementia which is expected to become the fastest growing service area in the next 5-10 years. The proposed modern, fit-for-the-future designs recognise that all residential homes house people with varying levels of need including with increasing stages of dementia. Building design and interior design are especially important for people with dementia.

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Census 2021 data suggests that less than 0.25% of UK residents over 65 years identify as trans. HCC Care data currently indicates that there are no residents within the service who have had gender reassignment. We know that the ageing trans population may have specific and complex social and physical needs relating to their gender reassignment. The upgraded portfolio resulting in homes with modern design and features, including enhanced space and more ensuite facilities, will create further options for privacy and could better house people with varying levels of need whilst potentially allowing for improved dignity and care for trans people; however, due to the potential low numbers this is regarded to be a neutral impact.</p> <p>Census 2021</p> <p>Staff - assessed as Neutral as relevant data is unavailable at this current time and there is no indication of a disproportionate impact on this protected characteristic. The EIA will be informed by and updated should the proposal go ahead and the data become available.</p>

Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Negative - Low
Rationale	<p>The Office for National Statistics (ONS) records maternal age up to 45 years with the average age of mother giving birth in England and Wales at 30.9 years in 2021. While the overall trend is that of delaying parenthood, due to biological factors, it is reasonable to assume that proposals will have none to very limited impacts on pregnancy and maternity either positively or negatively. Based on the above, it is unlikely that anyone entering an HCC Care Home would have parental responsibility for children under 18 years therefore the proposals have a neutral impact.</p> <p>ONS births</p> <p>Staff - Although there is no data available, the current legislative framework ensures that staff who are pregnant and/or are on maternity leave have additional protection from an employment law perspective. Therefore, there is no expectation that the changes proposed will negatively impact this staff group.</p>
Mitigation	<p>Staff - There will be regular communications with staff who are not at work to ensure they are fully involved in the staff consultation process thereby ensuring their views will be considered throughout the formal and informal processes.</p>

Race

Impact on public	Neutral
Impact on staff	Negative - Medium

Rationale	<p>The Hampshire population is less diverse than England as a whole, with 92.6% describing themselves as belonging to White ethnic groups compared to the national average of 81%. The diversity of the area's population is increasing; 7.4% of the population described themselves as of an ethnic background other than White in 2021, up from 5% in the previous census conducted in 2011. Data also suggests that the demographic of the population who are from an ethnic minority group is younger.</p> <p>While the numbers of BME residents in HCC Care homes remains low (3%), it is anticipated that they may increase in line with the population ageing. As a result, BME residents, as with all ethnic groups, could benefit from the investment and modernisation of care homes. The personalisation of care, staff training on equality and diversity and effective equality and inclusion policies may be more likely to have an impact on BME residents than the proposals, therefore this impact is neutral.</p> <p>Staff - HR data recorded on SAP confirms that 9% of staff who work for Hampshire County Council (HCC) identify as being from the BME community, 87% white and 3% prefer not to say. Staff in HCC Care Services Older Persons account for 4% of the overall 9% of HCC staff, so represent a significant proportion of the BME workforce across the Council. Within HCC Care itself, 40% of the HCC Care – Older Persons workforce identify themselves as BME, 57% White and 3% prefer not to say.</p> <p>The proposals, their impact and the mitigations being proposed should not negatively impact this profile. Any staff reductions will be achieved voluntarily and given the profile of the BME workforce any decisions to support voluntary redundancy will be assessed in the context of this profile to ensure there is no negative or disproportionate impact on the proportion of BME staff employed in the service.</p>
Mitigation	<p>Staff - The proposals, their impact and the mitigations being proposed should not negatively impact this profile. Any staff reductions will be achieved voluntarily and given the profile of the BME workforce any decisions to support voluntary redundancy will be assessed in the context of this profile to ensure there is no negative or disproportionate impact on the proportion of BME staff employed in the service.</p>

Religion or Belief

Impact on public	Neutral
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Impact on staff

Negative - Medium

Rationale

Census 2021 data reported almost two thirds of Hampshire residents (51.5%) stated they have a religion, 42.8% no religion and 5.7% did not say. Christianity was the dominant religion with 47.8% of Hampshire residents reporting to be Christian. 1.1% reported Hindu as their religion, 0.9% Muslim and 0.8% Buddhist.

Across the districts, religion varied the most in Rushmoor, reflecting the greater ethnic diversity in this district. Christianity remained the dominant religion, but the proportion was lower than Hampshire (42.3%). 5.7% reported Hindu as their religion, 2.5% Muslim and 4.7% Buddhist.

Within HCC Care, 52% of residents have not described their religion or belief, 32% of residents describe themselves as non-religious, 14% Christian and 2% Roman Catholic.

While religion or beliefs do not impact the service and support delivery for residents directly, it is anticipated that larger homes may allow for the natural increase in numbers of individuals practicing various religions living together and therefore there could be increased opportunity for group worship and/or group visits from faith leaders. The existing home within the Rushmoor district – Ticehurst, is proposed to be retained, extended and remodelled.

Practising religion can become more difficult for a person with dementia, it is appreciated that while there is a need for an individual's cultural and religious identity need to be preserved as their dementia progresses as part of person-centred care, this can be complicated and challenging. All HCC Care homes therefore work with different faith leaders to support residents to practice their faith, as appropriate and the specific proposals would not have a direct impact on the service's ability to continue to do so and is therefore a neutral impact.

[JSNA demography](#)

Staff - HR data recorded on SAP confirms that within Hampshire County Council 27% of staff are Christians, 1% Buddhist, 1% Hindu, 1% Muslim, 2% prefer not to say and 67% have no religion or belief recorded. Within HCC Care Services - Older Persons 33% of the workforce are Christians and 59% have no religion or belief recorded. Therefore, the profile in HCC Care Older Persons is broadly similar to the organisation's profile. Although the numbers of staff across HCC who are recorded as having a religion other than Christianity are small, they are disproportionately higher in HCC Care Services – Older Persons.

There is no expectation that the proposals, their impact and the mitigations proposed would negatively impact this profile. As noted above the workforce profile will be monitored to ensure there are no unintended consequences of any

	staffing decisions.
Mitigation	Staff - There is no expectation that the proposals, their impact and the mitigations proposed would negatively impact this profile. As noted above the workforce profile will be monitored to ensure there are no unintended consequences of any staffing decisions.

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Within the general Hampshire population there are slightly more females (51%), than males and this difference becomes starker as the population ages. Research has demonstrated that women are more likely than men to be admitted to a nursing or residential home than male counterparts due to socio-cultural and demographic factors, and the difference may be more astute when comparing outcomes of married couples. This is evidenced within the gender statistics for HCC Care, with over two-thirds of residents identifying as female (68%).</p> <p>It is not foreseen that the proposal will have any measurable impacts on individuals on the grounds of sex. It could be suggested that the possible creation of fewer, but larger, homes may create more of a sense of community for male residents by increasing the pool of men within each home - however, this is hypothetical, and the impact is therefore considered neutral.</p> <p>JSNA demography</p> <p>Staff - HR data recorded on SAP confirms that 76% of the Hampshire County Council workforce are recorded as female and 24% as male. The workforce profile in HCC Care Services – Older Persons is broadly similar with 79% female and 21% male, therefore there is no expectation that the changes proposed will impact this staff group.</p>

Mitigation

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In the 2021 Census, 91.3% of Hampshire residents identified as 'Straight or Heterosexual', 1.2% identified as 'Gay or Lesbian' and, 1.1% identified as 'Bisexual'. HCC Care does not hold data on the sexual orientation of residents.</p> <p>Evidence shows that moving into a care home can be particularly challenging for LGBT+ individuals due to fears of homophobia or of not having their specific needs met. All HCC Care Homes offer environments which facilitate individual rights and choices in sexuality expression and intimate relationships, the proposed changes would not impact this, therefore the impact is determined to be neutral.</p> <p>JSNA demography</p> <p>Staff - assessed as Neutral as relevant data is unavailable at this current time and there is no indication of a disproportionate impact on this protected characteristic. The EIA will be informed by and updated should the proposal go ahead and the data become available.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>16% of current residents are married, and it is recognised that should a move of care facility be required there is a potential for a negative impact on those residents should the travel requirements for spouses increase.</p>

	<p>Staff - assessed as Neutral as relevant data is unavailable at this current time and there is no indication of a disproportionate impact on this protected characteristic. The EIA will be informed by and updated should the proposal go ahead and the data become available.</p> <p>Royal College of Nursing</p>
Mitigation	<p>During the consultation period, it is proposed that the County Council explores options as to how it can work with the individual and relatives to limit the impact of any proposed move.</p> <p>Going forward, the proposed changes to HCC Care's portfolio would offer a modern and more spacious home environment which may better allow for privacy with a safe and careful balance of the need for care and observation. Upgraded care home facilities with modern living arrangements and larger private rooms may also improve residents' access to privacy and intimacy and support couples.</p>

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Hampshire is among the least deprived authorities in England according to the Index of Multiple Deprivation (IMD) 2019, although there are pockets within Hampshire that fall within the most deprived areas in the country. At a district level, the most deprived areas are in Havant, Rushmoor, Gosport and Eastleigh, with pockets also in the New Forest.</p> <p>Two existing homes are within areas measured as among the most deprived - Malmesbury Lawn and Ticehurst – the latter is being rebuilt on site to offer a bigger service with a larger capacity within the area. It is proposed that Malmesbury Lawn is decommissioned and replaced by a new build, Oak Park. This would remain within the Havant district and would be better located for local transport links which would support an individual's right to family life.</p>

Individuals eligible for funding support to enable their needs to be met within a care setting have their fees paid in part or full by the County Council, unless needs are primarily health-based, in which case the NHS arrange and pay for care under Continuing Health Care.

The proposal will ensure an improved geographical split/coverage, which would mean that residents should continue to have choice over location, allowing them to be easily visited by relatives and friends. The locations should all be well positioned for travel via public transport.

The proposal will not directly impact those living in poverty either positively or negatively as their needs will continue to be met appropriately.

[JSNA demography](#)

Staff - assessed as Neutral as relevant data is unavailable at this current time and there is no indication of a disproportionate impact on this protected characteristic. The EIA will be informed by and updated should the proposal go ahead and the data become available.

Mitigation	
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Rurality

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>Bishops Waltham House and Green Meadows are in more rural areas, however for residents and relatives in any of the identified homes it could create issues for traveling to an alternative care facility.</p> <p>Staff -assessed as Neutral as relevant data is unavailable at this current time and there is no indication of a disproportionate impact on this protected characteristic. The EIA will be informed by and updated should the proposal go ahead and the data become available.</p>
Mitigation	<p>During the consultation period, it is proposed that the County Council explores options as to how it can work with the individual and relatives to limit the impact of any proposed move. Operational support will be given to explore options to</p>

minimise any negative impact.

It is noted that the two most rural homes are proposed to be closed within the next year, however the planned new and redeveloped homes have been carefully planned to ensure a good geographical spread across the county.

Geographical Impact:All Hampshire

Equality Statement

Additional information:

As noted, the purpose of this EIA is to support the Cabinet decision making process. In the event a decision is taken by Cabinet to proceed, there will be a full public consultation process before any final decision is taken. The information contained in this EIA will be reviewed and any additional information or analysis completed.

Within this EIA, the assessment of impact and risk has been primarily focused on the short to medium term impacts on current residents. A longer-term assessment, focused on future residents, would highlight primarily positive impacts, particularly in terms of age and disability.

Staff - As noted above, the purpose of this EIA is to support the Cabinet decision making process. In the event a decision is taken by Cabinet to proceed, the information contained in this EIA will be reviewed and any additional information or analysis completed prior to the formal HR consultation process. Within this EIA, the assessment of impact and risk has been primarily focused on the short to medium term impacts on current staff. A longer-term assessment would be undertaken prior to any potential workforce changes required in the future.

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: 00445

Date of production of EIA for publication: 12/07/2023