



## 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 Grants Awards December 2023
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	The grants recommended for award in the Council Decision Paper to which this EIA relates, provide funding for new services and projects which have not previously been funded by Adults Health and Care. 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 new services which were not previously available.
Description of the service/policy/project/project phase	The grants in this paper will seek to address locally identified needs with the aim to support those impacted to live a healthier and more independent life. The grants recommended for award cover a diverse range of projects and organisations and will be robustly and effectively evaluated in order to determine the outcomes the deliver in improving the lives of Hampshire residents.
New/changed service/policy/project	The grants recommended for award in the Council Decision Paper to which this EIA relates, provide funding for new services and projects which have not previously been funded by Adults Health and Care. As such there will be no changes made to existing services and provision.

Engagement
<p>The Local Solutions Grant application process is designed to enhance collaboration between 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&amp;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 engagement of the Transport Team with the Alresford minibus project in order to confirm the training which formed part of the application was the most appropriate and that the level of public transport demand was present in the area.</p>

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>A number of projects included in this report will deliver new services which are primarily aimed at Hampshire residents 70+. . Whilst not exclusively for older adults, the Alresford Minibus project will ensure that the transport service is available to all who need it, where currently residents with advanced age related mobility issues may not be able to fully access the service if funded this project will upgrade equipment and training to ensure people of all ages and mobilities are able to be supported. The Dementia Support Hampshire project, although not exclusively for older adults, it is expected that the majority of people attending the project will be aged over 70.</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 Alresford Minibus project will fund training and equipment upgrades to ensure that the community minibus transport service will be available to all, irrespective of any physical disabilities or limitations with movement and provide safe and</p>

	supported transportation.
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.
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.

Mitigation	
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## 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 and 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
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 marriage or civil partnership status
Mitigation	

Mitigation	
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## 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 Dementia Support Hampshire project will support residents living with dementia and their carers with weekly workshops and social groups. A number of these workshops will be focussed on finances, applications for benefits support and ensuring that the participants are in receipt of the current financial support in order to reduce poverty and financial hardship experienced by these groups.</p>
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Whilst not all 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.</p> <p>Specifically, The Alresford Minibus project will fund training aimed at increasing the reach of the service, to the wider rural area surrounding Alresford.</p>

Geographical Impact: Eastleigh, 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:

EIA reference number: 00490

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