



## 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:	Discharge to Assess arrangements: Partnership arrangements between Hampshire Council and Health
Related EIAs:	EIA Number: Continuing Healthcare - Discharge to Assess May 2019

EIA for Savings Programme:	No
Service affected	Hospital Discharge services
Description of the service/policy/project/project phase	<p>The Executive Member Report and two programmes that this EIA support relates to lead commissioning arrangements for both Health pathways/Continuing Health Care (CHC) arrangements and Short Term Services (STS) Currently HCC teams engage with all hospital sites in Hampshire and the surrounding areas to support the safe discharge of Hampshire residents. This involves individuals being discharged to several places, including back to their own home or an alternative temporary placement or to long term placements. Where care is short term, this is provided under a discharge to assess principle in line with government guidance. There are several services supporting individuals, dependent on their need. HCC also have a role in supporting discharge to assess health related discharges. CHC Hospital Discharge services are to be provided in conjunction, or in future on behalf of, Hampshire and Isle and Wight Integrated Care Board (HIOWICB) and other health partners, for individuals who require support to leave hospital due to a health need and either require health services to resolve that need or consideration for eligibility under discharge to assess, under the Care Act (2014) and the national framework for Continuing Healthcare (CHC) This area of work is undergoing a review which has been agreed to be led by Hampshire health and social care colleagues involved in the Specialist Pathways Programme (SPP) and their supporting governance structures. This review supersedes the interim operational arrangements in 2022 (namely the Joint ICB and HCC CHC discharge pathway). This pathway was a brokerage arrangement only, whereby HCC Brokerage team supported discharges that were otherwise the responsibility of health. This review includes the current Integrated Care Boards (ICB) and an interim pathway – known as ICB and HCC D2A pathway - agreed on 04/08/2023. This is not yet a formalised agreed change but is a programme working toward a new operational and commissioning model for April 2024. The ambition for CHC is to create a sustainable integrated and collaborative arrangement between HCC and HIOWICB, that ensures a reliable and resilient discharge pathway for individuals who need these services. This ambition will have significant implications for operational colleague activity, the ways in which we commission care, legal arrangements and the way in which services are delivered.</p>

Therefore, a robust programme of work has commenced to support these changes and the wider and longer-term ambition. Short Term Services For STS's, HCC have supported the hospital systems since the start of Covid and HCC provided home and bed-based services, as lead commissioner under the provision of the Hospital Discharge Fund. Now that Fund and associated policy has ceased, we need to move to a robust legal arrangement with Health partners to enable the continuation of those services, led by HCC Commissioning Team

New/changed service/policy/project

The primary decision making for both CHC and STS is due to their eligibility, or potential eligibilities. Service delivery outcomes are whether the individual is: - eligible for services post hospital discharge - eligible for CHC funding via the NHS - eligible for Local Authority /Council funding under the Care Act (2014) - able to be sign posted to non chargeable services for support within their community

This new service delivery function across the varied options for discharge to assess and care are likely to require a new legal function and agreement. This EIA supports an Executive Member decision to enable legal arrangements to ensure that those decisions are made under the appropriate shared legal framework. This new CHC arrangement will:

- support maintenance of hospital discharge performance during a period of change.
- support the creation, agreement, and implementation of a new integrated and long-term arrangement between Hampshire County Council and the HIOWICB to support specialist discharge pathways out of hospital.
- describe HCC's offer to the HIOWICB in support of Interim ICB and HCC D2A pathway individuals – defined as Category C and their discharge as part of the long-term ambition.
- meet the needs of the National framework for NHS continuing healthcare and NHS-funded nursing care and the requirements of the Care Act, working to National discharge guidance at the time, which is currently to maintain discharge to assess principles.
- HCC will agree to agree to broker, commission and contract discharge services for up to circa 30 Category C individual per month, referred by HCC staff onto the ICB and HCC D2A pathway/Category C pathway. A continuation of the STS services and new legal arrangements will support rapid hospital discharge for those who are No Criteria to Reside and improve long term outcomes for individuals through a supportive and intense period of reablement post hospital discharge.

## Engagement

For STS, yes, consultation has taken place with providers and individuals in receipt of STS's. This continues daily as part of business as usual.

As part of the wider CHC programme planning, engagement will need to take place with individuals and families who have been through the new proposed pathway to understand what has worked well for them, what has been an issue and any feedback in relation to the service itself.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The majority of individuals who will be supported by this pathway will be older persons or people with physical disabilities. Undertaking assessments outside of the hospital setting will ensure that the individual is in a more suitable environment that is beneficial to their health and wellbeing whilst a long term decision for their onward care can be made. Ensuring that the assessments are taken in a more timely manner with support from ICB and HCC staff throughout will also improve the individuals experience of the pathway.</p> <p>This new way of working enables better opportunities for individual to ensure that all those they wish to be involved, can be part of their decision making process.</p> <p>For staff, this will enable a leaner and straightforward pathway.</p> <p>The demographic of this group is clear through data gathered through the Performance and Information team and our own trackers - individual are generally above 75 years old.</p> <p>Hampshire has a population of 1.4 million residents, of whom, circa 147K are over 75. The individuals impacted by this new service is small (maximum 100 individuals a month)</p>
Mitigation	

## Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The majority of individuals who will be supported by this pathway will be older persons or people with physical disabilities. Undertaking assessments outside of the hospital setting will ensure that the individual is in a more suitable environment that is beneficial to their health and wellbeing whilst a long term decision for their onward care can be made. Ensuring that the assessments are taken in a more timely manner with support from ICB and HCC staff throughout will also improve the individuals experience of the pathway.</p> <p>This new way of working enables better opportunities for individual to ensure that all those they wish to be involved, can be part of their decision making process.</p> <p>For staff, this will enable a leaner and straightforward pathway.</p> <p>Hampshire has a population of 1.4 million residents, of whom, circa 230K disabled individuals. The individuals impacted by this new service is small (maximum 100 individuals a month)</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	<p>There is no identified disproportionate negative impact in relation to gender reassignment</p> <p>This will be a neutral impact to staff</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no identified disproportionate negative impact in relation to pregnancy and maternity</p> <p>This will be a neutral impact to staff</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no identified disproportionate negative impact in relation to race</p> <p>This will be a neutral impact to staff</p>

Mitigation	

### Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no identified disproportionate negative impact in relation to religion or belief</p> <p>This will be a neutral impact to staff</p>
Mitigation	

### Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no identified disproportionate negative impact in relation to sex</p> <p>This will be a neutral impact to staff</p>
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no identified disproportionate negative impact in relation to sexual orientation</p> <p>This will be a neutral impact to staff</p>
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no identified disproportionate negative impact in relation to marriage and civil partnership</p> <p>This will be a neutral impact to staff</p>
Mitigation	

## Poverty

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	<p>There is no identified disproportionate negative impact in relation to poverty</p> <p>This will be a neutral impact to staff</p>
Mitigation	

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no identified disproportionate negative impact in relation to rurality</p> <p>This will be a neutral impact to staff</p>
Mitigation	

Geographical Impact:All Hampshire

## Equality Statement

Additional information:

This is the beginning of a new way of collaborative working between the HIOWICB and HCC and we are keen for this to be supported on a formal footing to ensure transparency for all. Further joint/collaborative work will follow

under a formalised programme of work between the HIOWICB and HCC. This programme includes weekly meetings and review points to ensure any potential negative impacts are noted early and mitigations are enabled quickly.

Engagement - a leaflet has been produced jointly between HCC and the ICB that explains clearly to individuals and their families the process and expectations of the pathway.

Providers are confirmed as able to meet therequirements of the different protected characteristics to promote equality and change experience of service. Thisis embedded in the relevant current contractsand will be embedded in any new contracts and servicespecifications.

Formalised regular and reported data recording will include information pertaining to the protected characteristics of age and disability.

## 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: 00518

Date of production of EIA for publication: 09/01/2024