

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:	Annual core infrastructure grants to Voluntary and Community Sector Organisations March 2024
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Demand Management and Prevention
Description of the service/policy/project/project phase	The funding proposed will enable the continuation of the infrastructure grants and associated services for an additional 12 month period. This grant was in place for the financial year 2023/24 and will see a continuation of this provision.
New/changed service/policy/project	The Core Infrastructure Grants, whilst funding 2 specific organisations will, through the outcomes envisaged, support a diverse range of organisations across the county in a variety of ways. The Citizens Advice Infrastructure Grant, whilst not only directly supporting the district level Citizens Advice organisations will also directly support those in financial hardship poverty. The Council for Voluntary Services (CVS) Infrastructure Grant is seeking recommendation to award £350,000, which is reduction of £149,990 from 2023/24. This reduction will affect the extent of the ability of the CVS network to develop new

initiatives, but the funding recommended will maintain existing support for the voluntary, community and social enterprise organisations. 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 a continuation of existing services provided in the previous financial year.

Engagement

Both of the grants detailed in this report were awarded in the previous financial year. Engagement undertaken includes but is not limited to, discussions with local organisations throughout the year on the level of support they have seen from the lead organisations, discussions with Adults Health and Care Teams around the value the grants have to the work they undertake and regular monitoring which measures the monetary value to residents that both grants deliver.

Both organisations will submit quarterly reporting to HCC around outcomes being delivered from the service, this will be broken down into specific metrics around characteristics of those supported which will be used to evaluate and determine equitable support across all protected groups.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year. Whilst this is a continuation of provision, awarding the grants will enable Citizens Advice and the CVS Network to offer support and advice to new organisations and individuals across the County.</p> <p>The CVS Network support a diverse range of organisations but many of these support older adults to remain independent and connected to their communities. The continuation of this grant will enable the associated support to continue, with a focus being on supporting older adults organisations with the challenges of rising costs and inflationary pressures, ensuring they are sustainable and able to continue to operate. Supporting organisations to provide services to older adults in the community is a key focus for Demand Management and Prevention with the population of Hampshire residents 65+ expected to rise by 15.9% in the next 6 years.</p> <p>Quarterly reporting will be submitted as part of ongoing monitoring and the close relationship management of the service will enable the provision to be amended in light of changes to legislation or economic challenges for older adults - ensuring the most helpful and up to date support is given</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year. Whilst this is a continuation of provision, awarding the grants will enable Citizens Advice and the CVS Network to offer support and advice to new organisations and individuals across the County.</p> <p>Citizens Advice Hampshire and the wider Citizens Advice network work closely with a large number of residents with disabilities, supporting them to get the financial and benefits support they are entitled to. It is anticipated with the rise in the cost of living that there will be an increase in the number of clients with disabilities that the network will supporting in the coming year and awarding of the grants will enable that work to continue and scale up to meet the demand.</p> <p>Across Hampshire 17% of residents identify as having a long term health condition or disability. Highest percentages of those self reporting a long term health condition are seen in Havant and Gosport Boroughs and infrastructure grant funding will provide support to the voluntary and community sector in order to provide services which can better support this growing population of individuals.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year and therefore there will be no impact on the service being received.</p> <p>Whilst neither of the infrastructure grants provide specific outcomes around gender reassignment, the services they offer are open to all and this is something which is monitored as part of the established reporting framework with HCC</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The grants recommended for award represent a continuation of services provided over the previous financial year and therefore there

	<p>will be no impact on the service being received.</p> <p>Whilst neither of the infrastructure grants provide specific outcomes around pregnancy and maternity, the services they offer are open to all and this is something which is monitored as part of the established reporting framework with HCC</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year and therefore there will be no impact on the service being received.</p> <p>Whilst neither of the infrastructure grants provide specific outcomes around race, the services they offer are open to all and this is something which is monitored as part of the established reporting framework with HCC</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year and therefore there will be no impact on the service being received.</p> <p>Whilst neither of the infrastructure grants provide specific outcomes around religion or belief, the services they offer are open to all and this is something which is monitored as part of the established reporting framework with HCC</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year and therefore there will be no impact on the service being received.</p> <p>Whilst neither of the infrastructure grants provide specific outcomes around sex, the services they offer are open to all and this is something which is monitored as part of the established reporting framework with HCC</p>

Mitigation	
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Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year and therefore there will be no impact on the service being received.</p> <p>Whilst neither of the infrastructure grants provide specific outcomes around sexual orientation, the services they offer are open to all and this is something which is monitored as part of the established reporting framework with HCC</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year and therefore there will be no impact on the service being received.</p> <p>Whilst neither of the infrastructure grants provide specific outcomes around marriage & civil partnership, the services they offer are open to all and this is something which is monitored as part of the established reporting framework with HCC</p>
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year. Whilst this is a continuation of provision, awarding the grants will enable Citizens Advice and the CVS Network to offer support and advice to new organisations and individuals across the County.</p> <p>Citizens Advice Hampshire and the wider Citizens Advice network work closely with residents across the county, supporting them with financial and debt management and access to benefits where they are entitled to them. It is anticipated with the rise in the cost of living that there will be an increase in the number of clients seeking support from the Citizens Advice in the coming year and the grants will support the local Citizens Advice organisations to be able to meet this demand.</p>

	Across Hampshire there are 14 areas of income deprivation affecting older adults, 12 of which sit in Rushmoor Borough and the recommended infrastructure grant to the Citizens Advice network will help to address this, ensuring that older adults have access to the support they need to improve their financial situation.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The grants recommended for award represent a continuation of services provided over the previous financial year and therefore there will be no impact on the service being received.</p> <p>Whilst neither of the infrastructure grants provide specific outcomes around rurality, provision is maintained across the county (including in more rural areas) and this is something which is monitored as part of the ongoing reporting submitted to HCC</p>
Mitigation	

Geographical Impact: All Hampshire

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: 00583

Date of production of EIA for publication: 26/06/2025