

## 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:	Short Term Services – Homebased: Rapid Support Service and STS Live-In Care (NE)
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Short Term Services Programme
Description of the service/policy/project/project phase	Hampshire County Council (HCC) Older Adults' Short Term Services (STS) programme currently offers a safe environment, where dedicated staff work in partnership to enable individuals and their families time to think, recover and maximise independence. The project builds upon this to allow for rapid flow from hospitals to a care setting or support in an individuals own home for assessment of an individuals needs and support to become more independent. This is currently through the use of the Rapid Support Service, Short Term Services Live-In Care and our bed based services located across 4 HCC Care and Support Service sites for both hospital discharge and admission avoidance into hospital or placement (where possible). There is also a Step Up model in place for beds, whereby the Community Social Work teams are able to access services

	to carry out care act assessments to determine individuals long term care needs and requirements.
New/changed service/policy/project	As part of the STS programme, HCC now deliver Rapid Support Service, Short Term Live-In Care Service and Step Down beds to support hospital discharge. We have also implemented Step Up beds that Community Social Work teams can access to carry out care act assessments. The contracts For Rapid Support Service and Short Term Live-In Care for North East are due to end in 2025 and need to be retendered. We have approval from the ICB to proceed with the retendering of these contract and we will be seeking further approval from Executive Member to retender these services.

Engagement	
The team has sought feedback from individuals that accessed the service around areas of improvement and taking some of this onboard to make changes to the service specification. They also carried out engagement with our current providers and operational teams to ascertain from them what the current demand is and the areas in which they cover, if these continue to work or not.	

#### Equalities considerations - Impact Assessment

##### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<i>The services are designed to support adults of all ages, but predominantly older adults, aged 65+. The continuation of our home based Short Term Services will have no disproportionate impact on the service user and staff because of their age</i>
Mitigation	

##### Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The inclusion of the utilisation of TEC (Argenti) equipment within the project should improve access to the service and improve individuals journeys through the utilisation of these technological enhancements.  An aspect of the programme is to review effectiveness of the Short Term requirements for individuals with dementia. The adoption of improved ways of working of care staff will improve such individuals journeys through the assessment and discharge cycles, either to home or long term care.
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>No disproportionate impact with regards to peoples' gender reassignment identified because of the continuation of our home based Short Term Services</i>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current public service user position expected through programme delivery however this is likely to provide a benefit as an aspect of the programme is to continue to investigate the use of COBOTS within RSS/LIC and HCC Care and Support Services environments. This may well provide a benefit through improved and assisted handling technology and techniques which will prevent less strain on the individual carer.
Mitigation	

## Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<i>Providers will tailor packages of care to the requirements of the individual receiving the service and Social Workers will ensure that translators are involved in assessments if required in order for the individual to be fully engaged and involved in the assessment to determine their long term care requirement. This benefits both with regards to their care and cultural needs.</i>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>The continuation of our home based Short Term Services will have no disproportionate impact on the service user and staff because of their religion or beliefs.</i>
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>No disproportionate impact with regards to peoples' sex because of the continuation of our home based Short Term Services</i>
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>No disproportionate impact with regards to peoples' sexual orientation identified because of the continuation of our home based Short Term Services</i>
Mitigation	

## Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>No disproportionate impact with regards to peoples' marital status identified because of the continuation of our home based Short Term Services</i>
Mitigation	

## Poverty

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<i>No disproportionate impact identified because of the continuation of our home based Short Term Services</i>
Mitigation	If an individual only has 1 bedroom and unable to access LIC, they may be able to access the Rapid Support Service as an interim measure in order to carry out a care act assessment or be placed in a Short Term Service bed to determine long term care requirements.

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	One of the key focus aspects of the programme is to enable individuals to remain within their homes prior to assessment for care needs or from discharge from acute care into a Short Term bed setting.

	The ability to receive planned Reablement services or Live in Care in their own homes will be a benefit for rurally isolated individuals with little or no access to transport.
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: 00591

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