

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:	Retender of care and support Accommodation Services for Younger Adults
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Supported living services for Younger Adults with eligible care needs under the Care Act 2014.
Description of the service/policy/project/project phase	The supported living services included in this project provide support and care to individuals with assessed eligible care needs and living in supported living accommodation. Services will benefit individuals by providing support to meet their needs in their own accommodation. The services provide benefits to individuals, their carers and the Council by providing a service specification and quality standards for externally commissioned care and support providers. The project will benefit staff employed at the services as TUPE will apply meaning the staff will have the right to transfer to the new provider should they wish to. New contracts will be issued for up to 10 years, giving care and support staff further stability within their roles.
New/changed service/policy/project	7 existing contracts for a maximum capacity of 78 younger adults living in extra care services and supported living services are all due to expire in 2025 with no

further available extension period. To meet procurement regulations, all services will be tendered and contracts issued to winning bidders. It is not anticipated that there will be any changes to the service. Recommissioning of services included in this project cover the areas of Basingstoke, Winchester, Fareham and Aldershot.

Engagement

The services included in the retendering project are all coming to the end of their term, no further extension options are available so there is no legal basis on which to continue the contracts. If these contracts are not retendered, the care and support services to the individuals living in the services will be destabilised, there will be no legal basis for the continued provision of these services.

As part of the project, letters will be sent to individuals outlining the process and the possible outcomes, along with a direct contact route for Younger Adults commissioning team.

Adults Health and Care provide an engagement session with potential providers eligible to bid for these tenders.

The Council will continue to use the HADSOM (Hampshire Accommodation Development and Support Options Model) framework to engage with care and support providers.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through the recommissioning of these services. Age distribution of those using supported accommodation services is between ages of 18 - 70. The highest number of individuals are between 50 - 59 and 60 - 69. The service is not tailored to the advantage of any specific year group. The impact on the basis of age is therefore deemed as neutral.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	

	Due to the requirements of the specification of these existing services, there will be a positive impact on the continued provision of supported living for individuals with learning or physical disability. In order to access these services, individuals will have eligible care needs in accordance with the Care Act 2014, many with learning and/or physical disabilities, already living in the provision and for those accessing this in the future. Offering individuals with disabilities the opportunity to have their own accommodation and to hold their own tenancy will have a positive impact on their lives. Being able to offer individuals as possible the option to have suitable supported accommodation rather than having only the option of going into a residential care home will continue to promote their choice and control over their own lives. Individuals will have access to their full range of Benefits and will be able to live as equal citizens in the community. If the services are not retendered, there will be a negative impact on the service users living in the services included in this procurement project as this would destabilise the care and support provided.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through recommissioning of these services.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	Contractually providers will need to ensure that services delivered are person centred and outcomes focused, working to ensure individuals living their homes reach their full potential and maximum personal level of independence, therefore having a positive impact. In addition, providers will be expected as part of their contractual obligations to ensure individuals are involved with their local community both through supporting access to the local area and through inviting the local community into the facility. This may include but is not limited to ensuring individuals have access to local cultural events or gatherings as required. Providers of these services should also ensure they are delivering culturally appropriate care for individuals through person centred approaches. This may include consideration of food and drink, including in its preparation, handling and eating, their clothes and personal presentation, their religious or spiritual practices or the activities they participate in. This also applies to information about the service and what it offers, being made available in such a way that promotes equality of access. There will be close monitoring of providers through contract management, helping to ensure Hampshire are working with good quality providers and supporting their improvement where needed.
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	Contractually providers will need to ensure that services delivered are person centred and outcomes focused, working to ensure individuals living their homes reach their full potential and maximum personal level of independence. In addition, providers will be expected as part of their contractual obligations to ensure individuals are involved with their local community through supporting access to local places of worship of their faith, attending local cultural events or gatherings, all centred around the individual's preference and choice. There will be monitoring of providers through contract management, helping to ensure Hampshire continue to work with good quality providers and supporting improvement within the sector.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free

	from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect. The current service user gender split is approximately 60% male 40% female and has not been tailored to disproportionately benefit either males or females.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The commissioned care and support service will respect the diversity of local communities and provide services in a safe environment free from discrimination where all individuals are treated fairly, with dignity and respect appropriate to their needs. The service specification for the care and support contracts requires providers to provide access to culturally sensitive and non-discriminatory services which promote social inclusion, dignity and respect.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through the recommissioning of these services.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through the recommissioning of these services.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through the recommissioning of these services.

Mitigation	
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Geographical Impact: Basingstoke and Deane, Fareham, Rushmoor, Winchester

Equality Statement

Additional information:

As a result of this project, the level of care and support for individuals will not change, there will be no impact on the contribution levels that individuals are required to pay, and service users will not need to move. The requirement to tender these services is due to the current contract term expiration. New contracts will be issued for a period of up to 10 years offering individuals

The current make up of individuals in existing Supported Accommodation properties is as follows: Ethnicity - Predominantly White British Religion - Pre-dominantly Christian or Christian religions, and No religion or no response Age - distributed between different age groups between ages of 18 - 70 - highest number of individuals are between 50 - 59 and 60 - 69 Sex/Gender - approx. 60% male 40% female.

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: 00657

Date of production of EIA for publication: 03/09/2026