



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:	Hampshire Disabilities Day Opportunities Model (HDDOM) Contract extension
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Hampshire Disabilities Day Opportunities Model (HDDOM)
Description of the service/policy/project/project phase	<p>HDDOM provides benefits to individuals, their carers and the County Council by providing a service specification and quality standards for externally contracted Day Opportunity providers. The Council also benefits from the transparent pricing information that providers share as a requirement of their HDDOM membership. A very diverse range of activity is described under the term "Day Opportunities". This includes providers delivering traditional day care centres, vocational training services, community-based services and specialist services to people with complex needs. The provision of day-time activity fulfils a key respite function for many family carers who are dependent on this provision in order to work and to fulfil their caring role. Services tend to have low levels of throughput, with some individuals attending the same services for many years. Hampshire County Council currently contracts with 41 HDDOM externally contracted Day Opportunity providers. The services provide day-time activity to approximately 850 individuals across Hampshire. We currently have 843 individuals who HCC have placed within services provided under the HDDOM framework providers. The following is a breakdown by responsible care management teams: 98 are from Older Adults, 62 are from Physical Disability, 681 are from Learning Disability and 2 are from Mental Health The independent sector Day Opportunity market is primarily made up of small and medium sized enterprises, many of which are third sector organisations. Day Opportunities services support the Council in meeting it's Care Act (2014) duties, specifically Sections 1,2,5 and 18-20. HDDOM originally commenced from 1st December 2016 for an initial lifespan of 4 years which may be extended, at the Council's discretion, by up to an additional 8 years (maximum of 12 years) in four-year segments. We have extended the HDDOM once already with the current extended contract ending in 2024. HDDOM was originally targeted at services for younger adults (predominantly those between 18 and 65) who had a learning or physical disability as well as those with mental health needs. In 2023, three Older Adult providers were also onboarded to the Framework.</p>
New/changed service/policy/project	On the 22nd of October 2024 Adult Social Care are seeking Executive Member permission to extend the

contract to the maximum of its 12 year period There will be no change to the existing service related to this contract extension. Day Opportunities continues to provide a cost-effective care and support option for people with disabilities and older people who cannot remain at home during the day, or to provide carer respite. Day Opportunities providers remain un-regulated by the Care Quality Commission (CQC) in England. This means that activities that would normally be regulated in other care environments, such as the provision of personal care, are carried out with no external oversight or registration requirements. Providers that are contracted through HDDOM are required to meet a minimum quality assurance threshold which is transparent and open to scrutiny. This provides assurance to the County Council as a commissioning authority, in the absence of external regulation from the CQC. HDDOM has allowed the County Council to articulate its requirements through a service specification for outcomes focused services, enablement and skill enhancement. The HDDOM specification also presents the Council's vision for enhanced community inclusion and the potential for volunteering and paid employment opportunities for people who use services.

Engagement

The HDDOM service specification was developed following co-production with the Day Opportunity provider market and people who use services in Hampshire.

Adults Health and Care have continued to facilitate HDDOM Provider Forums. These are an opportunity to share our Market Position Statements and to promote networking and best practice. A strategic review of day services will be undertaken. This will support future conversations about the Council's requirements when HDDOM expires in 2028.

Feedback from individuals and carers indicates Day Opportunities are still a valued service model, providing essential respite for family carers.

As HCC place individuals at these services, HCC can monitor who uses these services - specifically to gather data on supporting underrepresented groups.

The County Council will continue to use the HDDOM framework as a mechanism to engage with the market. This will include a greater emphasis on outcome-based commissioning and supporting the market through excellent commissioner and provider relationships.

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>HDDOM was originally targeted at services for younger adults (predominantly those between 18 and 65) who had a learning or physical disability as well as those with mental health needs. In 2023, three Older Adult providers were also onboarded to the Framework.</p> <p>There will be a continued drive to promote and on-board providers that deliver services across all age groups and providers of these services are required to delivering culturally appropriate care for individuals through person centres approaches.</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>This service is aimed at disabled adults who are aged 18 and above. .</p> <p>The provision of care packages to individuals will continue to be managed through business as usual governance processes which consider the assessed needs of the individual and the most cost effective way of meeting those assessed needs.</p> <p>The service will also consider how employment and volunteering opportunities to disabled people can be maximised in the delivery of the service. This is a key element of service delivery, providing individuals with valued meaningful activity and embedding principles of</p>

	<p>co-production and service user involvement.</p> <p>The service will provide additional social value by promoting volunteering and employment opportunities and more generally the social inclusion of individuals in their local communities through active citizenship wherever possible.</p>
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through programme delivery.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through programme delivery.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The move to extend the HDDOM framework will not disproportionately impact individuals due to their Race. However, there will be a continued positive impact as contractually providers are required to deliver that services that are person centred and outcomes focused, working to ensure individuals accessing these services reach their full potential and maximum personal level of independence.</p>
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The move to extend the HDDOM framework will not disproportionately impact individuals due to their religion or belief. However, there will be a continued positive impact as contractually providers are required to deliver that services that are person centred and outcomes focused, working to ensure individuals accessing these services reach their full potential and maximum personal level of independence.</p>
Mitigation	

Sex

Impact on public	Positive

Impact on staff	Neutral
Rationale	The move to extend the HDDOM framework will not disproportionately impact individuals due to their sex. However, there will be a continued positive impact as contractually providers are required to deliver that services that are person centred and outcomes focused, working to ensure individuals accessing these services reach their full potential and maximum personal level of independence.
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	The move to extend the HDDOM framework will not disproportionately impact individuals due to their sexual orientation. However, there will be a continued positive impact as contractually providers are required to deliver that services that are person centred and outcomes focused, working to ensure individuals accessing these services reach their full potential and maximum personal level of independence.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through programme delivery.

Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current position expected through programme delivery.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The move to purchasing care through the Care Home framework will not disproportionately impact individuals due to living rurally.</p> <p>The County Council will be seeking to support service users to manage their own transport requirements wherever possible. For those that require transport support this will be decided and requested at point of assessment. This could be provided through a variety of means such as learning skills to access public transport or a request made to passenger transport services.</p>
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

The service has a positive social impact on the lives of individuals who use the service as it supports individuals to make informed choices about their future and, where possible, enable individuals to remain living at home with the minimum number of interventions necessary for independence.

Providers are required to:

Monitor the delivery and quality of support and review support arrangements where applicable.
Work alongside the individual, their family and circle of support, health and social care professionals and other stakeholders to develop co-produced, personalised services.

Promote increased independence through a range of enablement activities, supporting people to engage in a meaningful way with their local communities, becoming less dependent on funded services as their resilience, skills and abilities are developed.

Provide a safe environment for individuals in all aspects of support, free from abuse, exploitation and neglect in which health and wellbeing are central to service delivery.

Conform to Quality Standards as outlined by Hampshire County Council

Work in partnership with individuals, health and social care professionals and other stakeholders to ensure that effective communication with the individual is central to service delivery (this might include the use of communication systems such as Makaton, PECS and the use of assistive/augmentative technology).

Recognise the needs of carers and involve them in service delivery as required

Support individuals to make informed choices about their life, promoting self-advocacy.

Review the individual support packages with the local Care Management Team.

Support individuals to identify and work with other services which can help maximise their independence and reduce dependence on paid-for services.

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: 00697

Date of production of EIA for publication: 27/09/2024