

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:	Care home recommencement of admissions to vacant beds
Related EIAs:	EIA Number: CARE HOME IMPROVEMENT PROGRAMME UPDATE – CABINET – 21 MARCH 2025
EIA for Savings Programme:	No
Service affected	HCC Care and Support - Older Persons
Description of the service/policy/project/project phase	HCC Care provides long-term permanent care for older adults in nursing and or residential settings. These homes are located across Hampshire within traditional style residential settings, and purpose-built accommodation to meet the needs of older adults that have nursing needs. Annually, Adults’ Health and Care provide around 1,600 adults with care homes placements, with the majority (75%-80%) provided by the private sector.
New/changed service/policy/project	The purpose of this report is to seek approval to recommence admissions to the currently vacant beds at Ticehurst, Emsworth House and Oakridge House Residential Homes with Nursing following the decision made by Cabinet to halt the Care Home Improvement Programme (CHIP) in March 2025. The Executive Member for Adults’ Health and Care made the decision to cease admissions to

the forementioned homes in February 2024; the aim being to reduce occupancy in readiness for the CHIP building works to begin in December 2025. All three homes remain in operation, supporting the following residents: - • Emsworth House: 6 residents (24 vacant beds) • Oakridge House: 12 residents (22 vacant beds) • Ticehurst: 14 residents (22 vacant beds) Recommencing admissions into the vacant beds would support the local care home market and offer operational resilience to Adults' Health and Care.

Engagement

Following approval to recommence admissions into the vacant beds, Officers will work with the Registered Managers of the homes and commissioning colleagues to phase the beds back into the market in line with the required recruitment and training of staff.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Hampshire Care and Support Services a long-term bed option for older adults. Recommencing referrals to the vacant beds will provide additional capacity to support older adults in Basingstoke, Emsworth and Aldershot. The additional beds will also create greater choice for those older adults who live in the localities. Residents will continue to have their needs met and be supported to exercise choice, with new referrals facilitated in the three areas. There is a positive impact for this cohort.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	96% of the current Hampshire Care and Support Services residents have a disability. Most residents have multiple chronic conditions, including mobility issues, dementia, and sensory loss. The current residents would continue to access existing services as they do currently, with increased bed capacity in Basingstoke, Aldershot and Emsworth to benefit more Hampshire residents.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Census 2021 data suggests that less than 0.25% of UK residents over 65 years identify as trans. HCC Care and Support data currently indicates that there are no residents within the service who have had gender reassignment. The ageing trans population may have specific and complex social and physical needs relating to their gender reassignment. Should future admissions include people who identify as LGBT+, their needs would be considered within the provision of care and support. Adults' Health and Care also continues to take action to understand, and raise awareness of, the needs of the LGBT+ community and how these can be met through provision of culturally appropriate care. Due to the current low numbers, this is regarded to be a neutral impact.</p> <p>Census 2021</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The Office for National Statistics (ONS) records maternal age up to 45 years with the average age of mother giving birth in England and Wales at 30.9 years in 2021. While the overall trend is that of delaying parenthood, due to biological factors, it is reasonable to assume that proposals will have none to very limited impacts on pregnancy and maternity either positively or negatively. Based on the above, it is unlikely that anyone entering a Hampshire Care and Support home would have parental responsibility for children under 18 years therefore the proposals have a neutral impact.</p> <p>ONS births</p>
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The Hampshire population is less diverse than England as a whole, with 92.6% describing themselves as belonging to White ethnic groups compared to the national average of 81%. The diversity of the area's population is increasing; 7.4% of the population described themselves as of an ethnic background other than White in 2021, up from 5% in the previous census conducted in 2011. Data also suggests</p>

	<p>that the demographic of the population who are from an ethnic minority group is younger.</p> <p>While the numbers of BME residents in Hampshire Care and Support homes remains low (3%), it is anticipated that a higher number of people from BME backgrounds may be included within future admissions and benefit from the care and supported receive within our care homes. Hampshire and Support homes deliver staff training on equality and diversity and have equality and inclusion policies in place. As a result of these factors, this impact is considered neutral.</p> <p>JSNA demography</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Census 2021 data reported almost two thirds of Hampshire residents (51.5%) stated they have a religion, 42.8% no religion and 5.7% did not say. Christianity was the dominant religion with 47.8% of Hampshire residents reporting to be Christian. 1.1% reported Hindu as their religion, 0.9% Muslim and 0.8% Buddhist.</p> <p>Across the districts, religion varied the most in Rushmoor, reflecting the greater ethnic diversity in this district. Christianity remained the dominant religion, but the proportion was lower than Hampshire (42.3%). 5.7% reported Hindu as their religion, 2.5% Muslim and 4.7% Buddhist.</p> <p>Within HCC Care and Support Services, 52% of residents have not described their religion or belief, 32% of residents describe themselves as non-religious, 14% Christian and 2% Roman Catholic.</p> <p>All Hampshire Care and Support Services homes work with different faith leaders to support residents to practice their faith, as appropriate, and the specific proposals would not have a direct impact on the service's ability to continue to do so and is therefore a neutral impact.</p> <p>JSNA demography</p>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Within the general Hampshire population there are slightly more females (51%), than males and this difference becomes starker as the population ages. Research has demonstrated that women are more likely than men to be admitted to a nursing or residential home than male counterparts due to socio-cultural and demographic factors, and</p>

	<p>the difference may be more astute when comparing outcomes of married couples. This is evidenced within the gender statistics for Hampshire Care and Support Services, with over two-thirds of residents identifying as female (68%). It is not foreseen that the proposal will have any measurable impacts on individuals on the grounds of sex.</p> <p>JSNA demography</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>In the 2021 Census, 91.3% of Hampshire residents identified as 'Straight or Heterosexual', 1.2% identified as 'Gay or Lesbian' and, 1.1% identified as 'Bisexual'. Hampshire Care and Support Services does not hold data on the sexual orientation of residents.</p> <p>Evidence shows that moving into a care home can be particularly challenging for LGBT+ individuals due to fears of homophobia or of not having their specific needs met. All Hampshire Care and Support Services homes offer environments which facilitate individual rights and choices in sexuality expression and intimate relationships, the proposed changes would not impact this, therefore the impact is determined to be neutral.</p> <p>JSNA demography</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>16% of current residents of Hampshire Care and Support Services homes are married. By recommending referrals to the three homes additional capacity would be created to support the local aging population. Potential positive impact for married couples, couples in a Civil partnership living in the Basingstoke, Aldershot and Emsworth areas with more beds being available in the local areas. This could result in a positive impact associated with reduced travel requirements with more local resource on offer. The homes will continue to enable all residents, including married couples, to enjoy privacy, with a safe and careful balance of the need for care and observation.</p>
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Hampshire is among the least deprived authorities in England according to the Index of Multiple Deprivation (IMD) 2019, although there are pockets within Hampshire that fall within the most deprived areas in the country. At a district level, the most deprived areas are in Havant, Rushmoor, Gosport and Eastleigh, with pockets also in the New Forest.</p> <p>Of the three homes Ticehurst is within an area measured as among the most deprived. Under this proposal Ticehurst will return to being fully operational accepting referrals into all beds. This proposal has neutral impacts. This is further supported as the needs of residents will continue to be met appropriately regardless of their social economic status.</p> <p>JSNA demography</p>
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposal will see all existing Hampshire Care and Support Homes be 100% operational with no change to the geographical spread across the county. Furthermore, the County Council's Care Home Framework represents 70% of all older adults' homes across all Hampshire's districts. Wider analysis demonstrates good levels of market supply across Hampshire's rural areas and there is capacity, as the vacancy rate across Hampshire homes is currently circa 10%. There are also an average of 10 new homes being registered in Hampshire each year, making an additional 500 beds available per annum. Between September 2022 and January 2025, there was an increase of 581 Older Adult beds in the market, suggesting net growth of around 250 new Older Adult beds each year.</p>
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

We are forecasting that Hampshire County Council demand for enhanced nursing and specialist dementia care will grow from 400 placements in 2024/25 to 570 placements in 2027/28. Based on the current supply in the independent sector and the rate of opening of new homes able to support these enhanced needs (up to 10 per year) this demand should be met by the market. However, by recommencing referrals into the vacant 68 beds in HCC Care and Support, Hampshire County Council we gain operational resilience and better able to manage fluctuations in the care market.

Employees

As the proposals recommends recommencing referrals to current vacancies, there are no impacts to existing staff employed by the County Council within Hampshire Care and Support Services. However, recruitment will be required to support the increase in occupancy.

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: 00896

Date of production of EIA for publication: 30/05/2025