

## 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:	Procurement of care and support contracts in Extra Care Housing in Petersfield
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Older Adults Extra Care Housing in East Hampshire
Description of the service/policy/project/project phase	Extra Care housing offers affordable housing and a secure place to live in community with the benefit of care and support staff onsite 24 hours a day, seven days a week to meet assessed and emergency care needs. East Hampshire currently have no extra care housing sites. JSNA data shows East Hampshire has a high proportion of older adults and rural communities, with risks of social isolation and transport barriers. This procurement aims to address these inequalities by providing accessible care and social opportunities. A new scheme is being built in Petersfield called Bulmer House. The scheme will be open to applicants age 55 and above with housing and care needs. Hampshire County Council commissions care and support contract for services provider to deliver care cover 24/7, meet assessed care needs, respond to emergency needs and promote the wellbeing of residents within the Extra Care Scheme. Bulmer House Extra Care Housing Scheme is due for completion in Spring 2027.

New/changed service/policy/project	A new procurement exercise will be undertaken to award the contract for the provision of care and support services within Bulmer House Extra Care Housing schemes. This service is for the provision of on-site 24-hour, 7 day a week social care services within the Extra Care housing scheme for older adults (55 years plus) in Petersfield. There are no proposed changes to the way the Extra Care Housing scheme operates. The Service is primarily required to deliver packages of care (personal care and support) to individual residents with eligible care needs under the Care Act 2014, in their own homes, 24 hours, 7 days a week to improve choice and outcomes and help them to live healthy and happy lives, with the maximum possible independence. The provision also includes providing emergency response to all residents in the schemes irrespective of care eligibility. The Service Provider will be responsible for answering alarm calls 24 hours a day, 7 days a week from any of the residents and will deliver a prompt and appropriate response that reduces risk to the individual and meets their immediate care needs. Furthermore, the Service Provider will be responsible of social activities, in partnership with the landlord that contribute to residents' wellbeing and reduce social isolation and for the provision of welfare checks to individual residents with eligible care needs who require this as part of their agreed care package, and to other residents, if required and if agreed by these individual residents.
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Engagement
All impacts have been assessed as positive. Recent survey of existing residents within all of Hampshire County Council's ECH schemes have evidenced that 96% of respondents have benefitted and seen positive improvements in their lives since moving to the schemes.
Plan for future consultations with residents to give them the opportunity to feedback experiences within ECH.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The JSNA highlights 22% of Hampshire residents are 65+, with East Hampshire having one of the highest proportions of older adults.</p> <p>Age is of high relevance to Extra Care Housing, with vulnerable older people being main focus of the service. Care and Support contracts in Extra Care Housing will advance equality for vulnerable adults with care needs by enabling them to live independently in their own home with access to 24/7 care.</p> <p>The contract will lay responsibility on Service Provider to cooperate with landlord and organise social activities to promote vibrant community that contribute to residents' wellbeing and reduce social isolation. Onsite presence 24/7 and wellbeing hours included in the contract will support people to participate in the activities.</p>

Mitigation	
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## Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>Many people living in Extra Care Housing and choosing this housing and care option have some form of physical or mental impairment. New care and support contracts in Extra Care Housing schemes will continue to support those people in a safe and welcoming environment, ensuring their care needs are met, carers are available to respond promptly to emergency care needs but also carers can assist to participate in onsite social activities.</p> <p>The scheme has been built to ensure that it offers accessible, affordable accommodation to all eligible individuals.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Access to Extra Care Housing is through the Local Housing Authority allocations policy. 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.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Extra Care Housing offers services to people of age 55 and above with care and housing needs. The contract will have neutral impact on this characteristic.</p>
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Access to Extra Care Housing is through the Local Housing Authority allocations policy. 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	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Access to Extra Care Housing is through the Local Housing Authority allocations policy. 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	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Access to Extra Care Housing is through the Local Housing Authority allocations policy. 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	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral

Rationale	Access to Extra Care Housing is through the Local Housing Authority allocations policy. 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	Access to Extra Care Housing is through the Local Housing Authority allocations policy. 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. Extra Care Housing enables couples/ carers to move in to supportive environment together with cared for person. The care and support contract includes assistance for individuals and carers, Unpaid carers can also access emergency responses 24/7 and onsite activities and social events.
Mitigation	

## Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Extra Care Housing offers affordable accommodation to rent in supportive and enabling environment helping people to remain independent for longer and offering them access to emergency care and support 24/7. With the development of new schemes, The Council is able to continue to offer those services in the new care and support contract for Extra Care Housing and this would help to provide affordable safe and secure environment for people with housing and care needs.</p> <p>While the scheme offers affordable housing, it is essential that residents are given clear, consistent communication about all costs during the referral process, so there are no hidden costs. Landlords/allocated workers will signpost residents to financial support schemes, benefits advice, and hardship funds where there is an identified need. Hampshire County Council provides funding for provider to support with activities onsite, with a focus on these being</p>

	low cost/free. Residents will be able to contact Hampshire County Council to raise any concerns regarding affordability.
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>The JSNA highlights population density in rural areas is as low as 18 people per sq km, creating access challenges for services. Older adults in rural areas are more likely to live alone and lack transport, increasing isolation. JSNA Healthy Places report stresses transport as a key determinant of health and access to services.</p> <p>This new Extra Care Housing scheme will be introducing the service to a new area, where none currently exist. East Hampshire has areas which are very rural. This contract and service will offer the opportunity for those who are based in more rural locations, and in turn more likely to be less able to have equitable access to care and support services to move into a more central location with services around them. The care and support will be provided onsite enabling people use communal areas in the building and to participate in various social activities organised by Services Provider and landlord.</p> <p>Mitigation: The Commissioning Team will monitor interest from those in rural communities to establish if a change in outreach strategy is required to ensure equal access to information.</p>
Mitigation	

Geographical Impact: Basingstoke and Deane, East Hampshire, Eastleigh, Havant, Test Valley, Winchester

## Equality Statement

### Additional information:

Access to the Extra Care Housing scheme will be open to those who currently live in areas where Hampshire Home Choice is the method to apply for social housing. Applicants from these areas, with a local connection to East Hampshire, will be able to submit an application to be considered for Extra Care Housing, and to receive support from the onsite care provider.

### 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: 00983

Date of production of EIA for publication: 09/12/2025