

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:	The new Hampshire Day Opportunities Framework (HDOF)
Related EIAs:	EIA Number: 697
EIA for Savings Programme:	No
Service affected	Day Services / Day Opportunities for all eligible adults
Description of the service/policy/project/project phase	The County Council use Frameworks as a legal mechanism to purchase services, and for Day Opportunities the Council use the Framework ‘Hampshire Disabilities Day Opportunities Model’ (HDDOM) to do this. 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 County 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

	<p>some individuals attending the same services for many years. 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. 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 twice already with the current extended contract by 2028. Due to a number of factors, a decision has been made to request Executive Member's permission to end HDDOM before 2028 and replace this with a new Framework; Hampshire Day Opportunities Framework (HDOF).</p>
New/changed service/policy/project	<p>Hampshire County Council (HCC) currently contracts with 41 HDDOM externally contracted Day Opportunity providers. The services provide day-time activity to approximately 850 individuals across Hampshire. We have approximately 1,440 individuals who HCC have placed within services provided under the HDDOM framework providers. The following is a breakdown by responsible care management teams: 140-150 are from Older Adults, 90 are from Physical Disability, 1,200 are from Learning Disability and <10 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. Going forward we may see an expansion of those who would fall under the remit of the new HDOF due to Southampton City Council and Hampshire and Isle of Wight Integrated Care Board potentially purchasing services using this Framework. The Framework is due to go live in July 2026.</p>

Engagement
<p>To ensure the views of individuals of those who use Day Opportunities will influence the Service Specification of the new framework, the Council have used ongoing contract monitoring and feedback from providers as the main tool to capture what we have put in the Specification so far. The County Council are also continuing to push a strong message of co-production and are embarking on an exercise to gather views from Individuals and aim to use this information within the specification and question set.</p> <p>The County Council have also reviewed National Research that includes 'About delivering safe, face-to-face adult day care' by SCIE. This highlights how individuals value day services that provide meaningful, person-centred, and supportive environments that enhance their quality of life.</p> <p>The Specification is in draft, but the areas identified and how to respond to them within each EIAs Impact Assessment are to be considered when completing the Specification.</p>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
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Impact on staff	Neutral
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>As Older Adults and Older Adult Providers are already accessing services via HDDOM – there will be no immediate shift due to the transition from HDDOM to HDOF but the County Council will build on it's 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 centred and strength based approaches.</p> <p>This is important as Hampshire's JSNA has identified that the population of Hampshire is ageing, with increases predicted mainly amongst the older population, aged 75 years and older and in three Districts in particular, the over 75 years population is forecast to increase by over 20% between 2023 and 2030.</p> <p>The Framework will be an open Framework so there is no limitations to Older Adult Provider's from applying but they will need to meet our requirements to do so as laid out in the Contract Documents. The specification for HDOF is still under development but will include all relevant requirements across different age client groups.</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 co-production and service user involvement. 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> <p>We have approximately 1,440 disabled adults whom the County Council have placed within services provided under the previous HDDOM framework. The following is a breakdown by responsible care management teams: 140-150 are from Older Adults, 90 are from</p>

	<p>Physical Disability, 1,200 are from Learning Disability and <10 are from Mental Health.</p> <p>Many older adults meet the definition of disability under the Equality Act due to long term conditions and combined impairments such as mobility, hearing, vision, continence and cognitive decline.</p> <p>The specification for HDOF is still under development but will include all relevant requirements across different client groups. The specification will include consideration for Transport for those individuals who may require it due to their geographical, physical, mental or emotional needs.</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	Neutral
Impact on staff	Neutral
Rationale	The move to end the HDDOM framework and transfer to HDOF will not disproportionately impact individuals due to their race. However, 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	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The move to end HDDOM framework and transfer to HDOF will not disproportionately impact individuals due to their religion or belief. However, 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	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The move to end HDDOM framework and transfer to HDOF will not disproportionately impact individuals due to their gender. There is a slight imbalance in terms of gender with attendance of Day Services funded by Hampshire County Council at 44% Female and 56% Male (with less than 1% identifying as Non Binary / Other). There is a variety of services that would appeal and meet the needs of all genders across the County and access to Services is based on assessed needs.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The move to end HDDOM framework and transfer to HDOF will not disproportionately impact individuals due to their sexual orientation. However, 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	There are as no anticipated changes to current position expected through programme delivery.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There are as no anticipated changes to current position expected through programme delivery.</p> <p>The CQC State of Care reports has identified that people living in poverty or deprived areas face significant barriers to accessing health and social care services, often leading to a perception or reality that services are not accessible. As those who access this Framework will attend solely based on their assessed needs, this may reduce this impact as the County Council has clear policies in place to support those who need more support to enable them to access services. Day Services are targeted at individuals who live at home with family carers – with a key function to provide family members respite. The respite provided can support parent / carers to maintain employment and therefore reduce a reliance on benefits.</p>
Mitigation	

Rurality

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>The move to end HDDOM framework and transfer to HDOF will not disproportionately impact individuals due to living rurally.</p> <p>The County Council will be seeking to support individuals 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. As most Day Opportunity Services will be in urban areas, this will impact those who live in rural areas the greatest.</p> <p>Consideration may need to be given to those at risk of digital exclusion within the Service Specification.</p>
Mitigation	<p>The move to end HDDOM framework and transfer to HDOF will not disproportionately impact individuals due to living rurally.</p> <p>The County Council will be seeking to support individuals 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. As most Day Opportunity Services will be in urban areas, this will impact those who live in rural areas the greatest.</p>

Consideration may need to be given to those at risk of digital exclusion within the Service Specification.
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Geographical Impact: All Hampshire

Equality Statement

Additional information:

Commissioning activity is ongoingly monitored via various Boards including the Oversight Board and the Practice Improvement Network. Key Performance Indicators will now be monitored via the new Contract Monitoring System. Protected characteristics data is available from data held by the County Council and can be provided on request.

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: 01086

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