

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:	Brokerage and Billing Administration Fee
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	The Adults’ Health and Care (AHC) Brokerage and Billing function within Adult Health and Care supports the delivery of care services, in line with relevant statutory duties, include: Ensuring that the right services are in place to meet residents’ needs including care at home, residential and nursing care, that suitable providers are contracted to deliver outsourced services; Arranging necessary packages of care and paying providers Undertaken financial assessments of individuals and client billing.
Description of the service/policy/project/project phase	As outlined in the decision report for increasing charges in 2024, a review should be undertaken every two years of the brokerage and billing administration fee for individuals who fully funded their non-residential care has been undertaken to inform the changes for financial year 2026/27. The fee is standard irrespective of the location or level of care and support required by the individual, that covers the cost of administration of brokerage and charging. The Council’s financial assessment process determines the amount that an individual needs to contribute towards their care, including whether an individual should fully fund their own care. Self-funding individuals have the option to secure care through the County Council or directly with providers themselves. This review only impacts individuals who secure their care through the County Council.
New/changed service/policy/project	A review of the brokerage and billing administration fee has been based on inflationary increase over the two year period. 3.5% has been applied to 2025/26 - £8.33 per week and then 3.5% further applied to 2026/27 - £8.69 per week. This figure is then rounded up to the nearest figure that is divisible by 7, equating to 8.75 per week (1.25 per day) This has resulted in a recommendation to increase the current fee by £0.70, increasing the weekly charge from £8.05 per week to £8.75p per week. The proposed increase is based on November inflation figures following the National Association of Financial Assessment Officers (NAFAO) guidance.

Engagement
Self-funding individuals are able to secure their care and support independently from the Council. The previous decision report outlined that the Council would be reviewing the administration charges every two years, which was linked to the consultation for the SP25 savings programme and therefore the public has already been made aware that this is now part of our processes.
The previous consultation, that took place 18 months ago, confirmed that the charging was not a general concern to the public, and increases to the fees are in line

with rising costs of services. .

'The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. This proposal is not subject to a further, more detailed 'stage two' consultation before any decisions on service specific changes are made.'

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Medium
Impact on staff	Neutral
Rationale	Individuals who are 65 and above are more likely to be in receipt of formal care services and therefore may be more adversely affected than those in the younger cohort if, for example, there is an increase in fees. Those above 65 are also likely to be self-funders and therefore affected by a revised charging approach. Of the approximately 1,332 self-funding individuals purchase care through the County Council of these 1,188 are 65 years or older (approximately 89%).
Mitigation	<ul style="list-style-type: none"> • Upfront and clear information and guidance would be provided to individuals, families, friends and carers to confirm charging arrangements. • Self-funding individuals can choose to secure their own care directly with Care Providers.

Disability

Impact on public	Negative - Medium
Impact on staff	Neutral
Rationale	Individuals with a disability are more likely to be in receipt of formal care services and therefore may be adversely affected if, for example, there is a revised charging approach.
Mitigation	<ul style="list-style-type: none"> • Upfront and clear information and guidance would be provided to individuals, families, friends and carers to confirm charging arrangements. • Self-funding individuals can choose to secure their own care directly with Care Providers.

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic.

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The rigorous financial assessment process determines individuals' contributions towards their care. Being identified as self-funding would indicate that the individual has sufficient income to cover the costs of care including administration
Mitigation	

Rurality

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The fees are standard irrespective of the location of the service user.
Mitigation	

Geographical Impact: All Hampshire

Equality Statement

Additional information:

Age Band	Female	Indeterminate	Male	Not Known	Clients
18-64	62		82		144
65-74	96	2	88		186
75-84	269	1	180		450
85-94	287	2	183	2	474
95+	52		26		78
Clients	766	5	559	2	1332

Analysis has been provided by the PIT team to support this EIA.

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: 01117

Date of production of EIA for publication: 12/03/2026