

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:	New Hampshire Integrated Community Equipment Service
Related EIAs:	EIA Number: 916- Hampshire Equipment Service
EIA for Savings Programme:	No
Service affected	Hampshire Equipment Service
Description of the service/policy/project/project phase	The Hampshire Equipment Service delivers a range of equipment to residents of Hampshire (both Adults and children) to support individuals to maintain their independence at home, within the community or within educational settings for as long as possible. Working in partnership with Hampshire and Isle of Wight (HIOW) ICB and Frimley ICB, HES currently deliver around 10,000 items of equipment each month and serves approximately 70,000 individuals per annum. The service also provides ongoing servicing and maintenance of equipment issued in line with its regulatory requirements. In addition the service provides a range of minor adaptations such as grab rails and ramps once again to enable independence. Lastly the service also provides equipment to both special and some mainstream schools in Hampshire.

New/changed service/policy/project	The previous Equality Impact Assessment was written at a time when HIOW and Frimley Integrated Care Boards (ICBs), had decided to transition to new arrangements for the provision of community equipment. Hampshire County Council would have continued to deliver equipment to both adults and children with eligible social care needs who had been prescribed equipment via a social care prescriber. However, further conversations have taken place between HCC and the ICBs to look at procuring a new integrated community equipment service (ICES). This new service will be procured to to serve individuals with both health and social care needs. This EIA is written with this change in mind.
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Engagement
A move to re-procure an integrated community equipment service catering for both health and social care needs will impact on both staff and the residents of Hampshire. If the decision is taken to move forward, formal staff consultation will need to take place as part of any TUPE process required <i>An information, and where required consultation, plan timeframe has been drafted which will allow for a genuine consultation. If the decision is made to proceed this is anticipated to happen during January and February 2027</i> <i>Based on the outcome of the consultation where there was a particular measure relating to the transfer this would be assessed in relation to EIA</i>

Equalities considerations - Impact Assessment

Age

Impact on public	Positive								
Impact on staff	Negative - Low								
Rationale	Public Impact: The service specification for the ICES will incorporate service delivery for all ages (Adults and Children) where a need for equipment exists. It is anticipated that as per current service, the majority of individual's accessing the service will be older adults. It is believed around 24% of Hampshire's population over 70 will receive a service and 9.2% of Hampshire's population over 20 receiving a service overall. If a social care only service did go ahead this would have reduced to around 2.3% of Hampshire's population over 20. Around 10% of individuals accessing the service are children under 18 (approximately 3.5% of the Hampshire population for this age group). It is not anticipated this figure will change. Staff Impact: As a new specification may come into effect including weekend working and faster delivery times, older members of staff or staff with young families may be disproportionately impacted on two fronts. The current workforce make up is <table> <tr> <td><25</td><td>1.56%</td></tr> <tr> <td>25 to 34</td><td>9.38%</td></tr> <tr> <td>35 to 44</td><td>14.06%</td></tr> <tr> <td>45 to 54</td><td>32.03%</td></tr> </table>	<25	1.56%	25 to 34	9.38%	35 to 44	14.06%	45 to 54	32.03%
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	55 to 64 36.72% 65 to 74 6.25% Older members of staff or staff with families working within the service may not be able to accommodate new working hours or patterns due to other commitments such as caring for family members.
Mitigation	Any new procurement opportunity would look to secure favourable terms and conditions for staff including protecting current conditions and working hours/ times. Consultation and engagement with staff would take place as part of any procurement exercise.

Disability

Impact on public	Positive
Impact on staff	Negative - Medium
Rationale	Public Impact: Approximately 5.8% of Hampshire's population (83,288) has some form of disability. It is believed that the majority of individuals accessing the service will have a disability as the nature of the service is to provide equipment to support daily living. The service will ensure individual's with a disability who have a need for equipment are able to receive appropriate equipment to enable them to continue to live as independently as possible. If the service had progressed as two separate health and social care services, there was an increased likelihood of people with disabilities falling through any gap. An ICES ensures anyone with health or social care needs can access the support required in a timely manner and prevent their needs from escalating. Equipment will be delivered to an individual's home address, educational setting or will be issued to them from a sub store following a stay in hospital as appropriate. Minor adaptations to support independence will also be undertaken as required. Staff Impact: Re-procurement of an ICES may mean the need to relocate the service. The number of individuals with a declared disability working within HES is 8.59%. A change of work location may disproportionally impact individuals with a disability due to disruptions to routine, possible accessibility requirements and actual ability to get to their new place of work.
Mitigation	Staff consultation would take place as a part of any re-procurement exercise, including understanding of how individuals would be impacted and possible actions to support any change. <i>Flexible working and adaptations to the physical work environment would be considered as part of the consultation process</i>

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>There is no evidence that the service disproportionately impacts on anyone because of their gender reassignment .</i>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Negative - Low
Rationale	<i>There is no evidence that the service disproportionately impacts on anyone receiving it because of their pregnancy</i> <i>There may be a low negative impact on pregnant staff or staff who are on maternity leave during the period of change.</i>
Mitigation	<i>Staff on maternity are protected by Maternity and Parental regulations and would be kept informed of changes and protections in place to support them during the change.</i>

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Anyone requiring equipment or minor adaptation to their home can access the service. <i>There is no evidence that the service disproportionately impacts on anyone because of their race</i>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Anyone requiring equipment or minor adaptation to their home can access the service. <i>There is no evidence that the service disproportionately impacts on anyone because of their religion or belief</i>
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Anyone requiring equipment or minor adaptation to their home can access the service. <i>There is no evidence that the service</i>

	disproportionately impacts on anyone because of their sex. Hampshire's population is approximately 51% female and 49% male (JSNA). While the service does not currently collect data on usage by sex, it is recognised that females may have different equipment needs—for example, due to pregnancy or smaller body frames. The service ensures that equipment is appropriately sized and tailored where necessary to meet individual needs. The service remains committed to equitable access and continues to review its provision to ensure it is inclusive and responsive to the needs of all sexes. In addition, women make up a higher percentage of carers than men - 59% of all carers are women and 41% are men (ONS Census 2021). The service will continue to ensure access to equipment for individuals who require such support to enable them to continue with their caring responsibilities as per their assessed needs.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Anyone requiring equipment or minor adaptation to their home can access the service. <i>There is no evidence that the service disproportionately impacts on anyone because of their sexual orientation</i>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Anyone requiring equipment or minor adaptation to their home can access the service. <i>There is no evidence that the service disproportionately impacts on anyone because of their marriage or civil partnership status</i>
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Negative - Low
Rationale	Public Impact: Anyone requiring equipment or minor adaptation to their home can access the service. <i>There is no evidence that the service disproportionately impacts on anyone due to their income status. Equipment is available for delivery and collection free of charge as are eligible minor adaptations.</i>

	<i>Staff Impact: If, as part of any procurement exercise, there is a need to change the office base for individuals working within the service, new travel costs may impact on those with lower incomes.</i>
Mitigation	Staff will be consulted as part of any procurement exercise. Staff salaries would be protected as part of any TUPE negotiations.

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<i>Hampshire includes significant rural areas, particularly in districts such as Test Valley, New Forest, and East Hampshire, which have lower population densities and more dispersed communities. The Hampshire Equipment Service recognises the challenges faced by residents in these areas and ensures that service delivery is not restricted by geography. Equipment and adaptations are delivered directly to individuals' homes or educational settings, regardless of location, helping to reduce barriers to access and promote independence across both urban and rural communities. The impact is deemed neutral, as there is no evidence to suggest that those located in rural areas would benefit more than those in urban areas.</i> <i>Staff Impact: staff in rural areas may have to accommodate changes to travelling time and cost. However if there is to be a change in workbase, staff will be consulted on the change and the impact this may have on them . Support will be given in line with HCC expenses policy and Employee relations</i>
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

None

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: 01126

Date of production of EIA for publication: 03/09/2026