

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
Ross Griffiths	Commissioning Officer Adults' Health and Care	ross.griffiths@hants.gov.uk

Title:	Short Term and Reablement Service (SRS)
Related EIAs:	EIA Number: 591
EIA for Savings Programme:	No
Service affected	Short Term Services – Homebased: Rapid Support Service– Short Term Services programme Hampshire County Council (HCC)
Description of the service/policy/project/project phase	Hampshire County Council (HCC) Older Adults' Short-Term Services (STS) programme currently offers a safe environment, where dedicated staff work in partnership to enable individuals and their families time to think, recover and maximise independence. The project builds upon this to allow for rapid flow from hospitals to a care setting or support in an individual’s own home for assessment of an individual’s needs and support to become more independent. This is currently through the use of the Rapid Support Service Short Term Services Live In Care and our bed-based services located across 4 HCC Care and Support Service sites for both hospital discharge and admission avoidance into hospital or placement (where possible). There is also a Step-Up model in place for beds, whereby the Community Social Work teams are able to access services to carry

	out care act assessments to determine individuals long term care needs and requirements.
New/changed service/policy/project	As part of the STS programme, HCC now deliver Rapid Support Service, Short Term Live-In Care Service and Step Down beds to support hospital discharge. We have also implemented Step Up beds that Community Social Work teams can access to carry out care act assessments. The contracts For Rapid Support Service and Short Term Live-In Care for North East are due to end in 2027. The Live in Care Short-Term service is not to be retendered at this time due to Frimley ICB merging with HIOW ICB. This will have no negative impact on any groups. A long term Live in Care offer will remain available if required following a period of assessment to ensure the correct service is identified to meet an individuals assessed needs. The remainder of the home based short-t term services need to be retendered due to the impact of Local Government Reorganisation to ensure safe and legal services can continue to be delivered. In addition to this the current contract size does not meet the demand for short term services in peoples own homes and therefore a new contract will increase the number of people who are able to access these services. The aim of the new contracts is to continue to deliver short term services but to widen the scope of service delivery to support people with more than just reablement based services, moving to a service element based contract. Spend approval in place through the Help to Live at Home Framework (2024) and therefore Executive Member approval is not required. ICB approval to retender will be sought as a part of the service design stage. The existing contracts are for short term reablement services into people own homes. The new Contract Continues with reablement service but also allows the following service elements to be activated which will improve the Councils prevent and admission avoidance strategy, positively benefiting individuals. These service elements will also mean greater access to services for people such as being able to support people at home at the end of their life. Service Elements: • reablement support • assessment in their own home following discharge from a hospital setting • a service to prevent the need for hospital admission • the social care element supporting a healthcare pathway (e.g. palliative / end of life to support of community nursing teams) • support to bridge a package of care in an emergency

Engagement
The team are seeking feedback from individuals/representatives that accessed the service around areas of improvement and taking this onboard to make changes to the service specification. An Additional review of submitted service feedback questionnaires will support this. Additional engagement is planned with our current providers, the domiciliary care market, partners and operational teams to ascertain from them what the current demand is and the areas in which they cover, if these continue to work or not and any learning from the existing arrangements. Feedback and learning will be used to make changes to the service specification.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive

Rationale	The services are designed to support adults of all ages, but predominantly older adults, aged 65+. The continuation of our home based Short Term Services will have no disproportionate impact on the service user and staff because of their age. The impact for individuals is positive as this service will support timely discharges, ensuring people return to their home as quickly as possible avoiding a potential loss of skills whilst residing in hospitals. These services will also serve to prevent hospital admission and provide additional support to people to regain skills, promote independence and prevent the need for long term services. Where someone is identified as requiring palliative care, this service will provide additional social care support, ensuring someone is supported to the end of their life in a dignified way and in their own home.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	The inclusion of the utilisation of TEC (Argenti) equipment within the project should improve access to the service and improve individual's journeys through the utilisation of these technological enhancements. An aspect of the programme is to review effectiveness of the Short-Term requirements for individuals with dementia. The adoption of improved ways of working of care staff will improve such individuals' journeys through the assessment and discharge cycles, either to home or long-term care. Where it is not possible to utilise technology due to their location or an individuals disability, people will be supported to develop a care plan that is person centered with Smart goals and ongoing care and support put in place to support them to live independently where possible. This contract as been developed to promote providers to support people to access the community and promote budding social networks. The Short Term and Reablement Services will also provide positive outcomes for unpaid carers. The bridging and emergency response service elements ensure that where there is a change in circumstances for an unpaid carer a care agency will be able to provide care and support for their loved one whilst the ongoing care requirements and support for both the unpaid carer and cared for person are considered. These services will also provide additional support for unpaid carers during the end of someone's life or prevent admissions to hospital.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impact with regards to peoples' gender reassignment identified because of the continuation of our home based Short Term Services
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No anticipated changes to current public service user position expected through programme delivery however this is likely to provide a benefit for both individuals and carers as an aspect of the programme is to continue to promote enhancements in care such as proportionate care. This may well provide a benefit through improved and assisted handling technology and techniques which will prevent less strain on the individual carer.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	Providers will tailor packages of care to the requirements of the individual receiving the service, they will agree SMART goals with individuals and Social Workers will ensure that translators are involved in assessments if required in order for the individual to be fully engaged and involved in the assessment to determine their long-term care requirement. This benefits both with regards to their care and cultural needs.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The continuation of our home-based Short-Term Services with the addition of different service elements to support a wider range of individuals will have no disproportionate impact on the service user and staff because of their religion or beliefs. Individuals needs relating to their religion or beliefs have been considered, for example dietary requirement, religious observance or

	culturally appropriate care. All providers are required to train their staff to support people with culturally appropriate care as required and support an individual in line with their wishes and beliefs. People using the service have access to the Councils meals on wheels provider Hills, who are able to meet all dietary requirements and textures.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impact with regards to peoples' marital status identified because of the continuation of our home-based Short-Term Services with the addition of different service elements to support a wider range of individuals. The services being provided are to be provided on the basis of an individuals needs assessment , regardless of their sex. Where an individual requires care and support from a specific gendered member of staff this will be facilitated. The service contract ensures that providers must have a balanced workforce that is able to meet the specific needs of individuals this includes the sex of the carer where appropriate.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impact identified because of the continuation of our home-based Short-Term Services with the addition of different service elements to support a wider range of individuals. These services will be delivered to meet the identified needs for individuals in a person centered way, providing dignity, respect and inclusive practice. The care an individual receives will not be impacted negatively by their sexual orientation.
Mitigation	If an individual only has 1 bedroom and unable to access LIC, they may be able to access the Rapid Support Service as an interim measure in order to carry out a care act assessment or be able to be considered to use the Step up extra Care Short Stay provision or

placed in a Short-Term Service bed to determine long term care requirements. This service is non chargeable until the individuals longer term care needs have been identified and for no more than six weeks. The contribution towards their any ongoing care requirements will then be assessed.

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impact with regards to peoples' marital status identified because of the continuation of our home-based Short-Term Services with the addition of different service elements to support a wider range of individuals. These services aim to re-able individuals or support them during a short term period of time in order to minimise or eliminate the need for ongoing services. These services provide care and support for people to reduce the caring responsibilities of partners.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	No disproportionate impact identified because of the continuation of our home-based Short-Term Services with the addition of different service elements to support a wider range of individuals. Short-Term support remains non-chargeable for up to six weeks or until the short term services are no longer required. Alternative service options are available where care at home or Live in Care are not suitable.
Mitigation	If an individual only has 1 bedroom and unable to access LIC, they may be able to access the Rapid Support Service as an interim measure in order to carry out a care act assessment or be able to be considered to use the Step up extra Care Short Stay provision or placed in a Short-Term Service bed to determine long term care requirements. This service is non chargeable until the individuals longer term care needs have been identified and for no more than six weeks. The contribution towards their any ongoing care requirements will then be assessed.

Rurality

Impact on public	Positive
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Impact on staff	Neutral
Rationale	One of the key focus aspects of the programme is to enable individuals to remain within their homes prior to assessment for care needs or from discharge from acute care into a Short-Term bed setting. The ability to receive planned Reablement services, or support with the addition of different service elements to support a wider range of individuals in their own homes will be a benefit for rurally isolated individuals with little or no access to transport.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

Decision Report approved by DMT on 10 June 2026 and DMT Decision report and permission to spend published on 19 June 2026

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: 01163

Date of production of EIA for publication: 11/08/2026