

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
Robert Stead	Service Development Officer Adults' Health and Care	robert.stead@hants.gov.uk

Title:	Adults' Health & Care Prevention Strategy
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Demand for adult social care is increasing in both scale and complexity, placing significant and sustained pressure on services. This growth is driven by a combination of demographic change, inequality, increasing complexity of need, and rising costs. Without a shift in how demand is managed, these pressures will continue to grow and become increasingly difficult to sustain. The Adults' Health and Care Prevention Strategy (to be referred to as The Strategy) is a new strategy focussed on coordinating the response to changes in the adult social care landscape. The Strategy seeks to address major shifts in structures, national ambition, local commitment and technology to create the conditions for doing things differently, together, with communities. This will mean changes in professional leadership and practice, in how we share information and use data, how we work seamlessly together, and how we commission – spanning disciplinary and organisational boundaries. The Strategy is the result of inter-

	departmental work to ensure it aligns with the strategic priorities of the Council, an example of which would be the work undertaken with Public Health who have been instrumental in the shaping of the prevention agenda which feeds into The Strategy.
Description of the service/policy/project/project phase	This Strategy sets out a strengthened commitment to embedding prevention across everything Adults' Health and Care does – seeing this as vital to ensuring that every person in Hampshire can live a long, healthy and independent life. The new Strategy seeks to create a framework around which all parties can work in order to put prevention first and take action that results in better, fairer outcomes; action that changes the dial on inequality, restores dignity and strengthens communities. The new strategy aligns with our vision for the future of adult social care: 'For every person in Hampshire to live a long, healthy and independent life, in the place they call home, with the people and things that they love, belonging to safe and thriving communities.
New/changed service/policy/project	This strategy marks a shift in direction – a ‘doubling down’ in our efforts towards proactive, preventative interventions which slow the need for adult social care and ensuring the best coordinated working between HCC and the voluntary community sector. This Strategy represents a flag in the ground – a marker of HCC commitment to doing what is needed to stem demand, prevent health deterioration and maximise independence. It is equally a call to action to ensure the response within HCC and the community and voluntary sectors are aligned so ensure maximum benefit for residents of Hampshire The overall aim of the strategy is to support with the objective of: prevent, reduce and delay the need for formal social care through earlier intervention and a strong focus on the people and communities who make up the greatest demand for care and support, and experience the poorest health and wellbeing. Hampshire County Council Adults’ Health and Care will lead delivery of this strategy, working with partners across the Voluntary, Community and Social Enterprise Sector, Health, District and Borough Councils and wider statutory agencies. Progress will be overseen by the Adults’ Health and Care Directorate Management Team, with independent challenge and ongoing co-production through multi-agency partnership forums. Progress will also be reported to Members annually.

Engagement
Significant engagement has been conducted across the last 12 month across all HCC teams within Adults' Health & Care and also with the voluntary sector partners who will play a significant role in shaping prevention in the coming years A series of engagement workshops were run throughout the past year and attended by teams across HCC and representatives from the voluntary and community sector. The broad theme of the workshops was shaping the strategy in a way which could deliver maximum benefits for residents of Hampshire but also ensure alignment between HCC and the voluntary sector. Each workshop contained a session on the specific care related issues and experiences of seldom heard and marginalised groups to ensure the strategy is representative and addresses the needs of all communities in Hampshire.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	Hampshire has a growing and ageing population, with a higher proportion of older adults than the national average. As people live longer, they are more likely to be older and live alone, experience reduced mobility and increased risk of falls, have multiple and complex health needs, and live with dementia or cognitive decline. These factors increase both the likelihood and duration of care and support needs. Over the last nine years, the overall number of people in receipt of an adult social care service grew by 45% with the greatest increase (54%) in older adults. The rising average age of those living within Hampshire is something seen countywide but not to the same extent in all boroughs and The Strategy acknowledges that age related challenge in social care may be more acute in some districts (e.g New Forest) than others, enabling a tailored approach to maximise possible benefits. The strategy seeks to reduce demand for adult social care through increasing peoples independence, community connectivity and years lived in good health and this will have a disproportionate impact on older adults as this group is seeing the highest increase in social care demand. Early intervention is embedded within the strategy and this will enable older adults who are in need of care to receive this at the earliest point possible but also delay the progression to more complex and costly needs which is often the impact where intervention is delayed. Voluntary sector groups who work with and support the older adult community across Hampshire have been part of the formation of the strategy and the strategy will ensure they are engaged throughout the implementation ensuring the voices of older adults are heard and benefits realised.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Many individuals accessing support are living with multiple and interrelated conditions, including frailty, dementia, mental health needs and physical disability. These needs often interact, resulting in higher levels of risk and more intensive support requirements. Demand is also increasing among younger adults. Although people with learning disabilities in the UK continue to have a lower life expectancy than the general population, there is evidence that some

	individuals are living longer than in previous years. This is a positive development, but it also brings new challenges. These can include the loss of a parent or family carer, as well as the increasing impact of age-related health conditions, which may mean spending more years living with complex health needs. The strategy seeks to reduce inequalities in access to care and support services for those with physical or learning disabilities and ensure there is an equitable distribution of resource to meet the growing needs of this cohort. Support will be provided to disabled people in receipt of social care to help them into good work which meets their needs and abilities. Further benefits will be seen from working with partners to ensure the embedding of neighbourhood and community health and care meaning people can access the support they need in a way which is easiest for them and reduce barriers to early intervention.
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst the strategy does not make reference specifically to gender reassignment, its guiding principles are there to ensure those of all genders and of none are supported when needed. The focus of action will be where need is greatest, improving access to services for under-represented groups at greater risk of unmet needs and poorer outcomes. We engage through trusted, community-based networks so that support is accessible, culturally appropriate and responsive to need.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst the strategy does not make reference specifically to pregnancy and maternity, its guiding principles are there to ensure all residents are supported at the point of need and this will include with community led provision for those who are pregnant and in need of support. The focus of action will be where need is greatest, improving access to services for under-represented groups at greater risk of unmet needs and poorer outcomes. We engage through trusted, community-

	based networks so that support is accessible, culturally appropriate and responsive to need.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	One of the key focusses of the strategy will be to equalise access to adult social care services across all communities and races. We know from our current measures that health outcomes in non-White populations across Hampshire are lower than the average and the strategy will seek to address this in a responsive and proactive way. We will use data from the JSNA report findings to benchmark a range of metrics highlighting the current level of health inequalities within the non-White population and continue to monitor these throughout the duration of The Strategy to ensure progress is made to level out health outcomes across the county. Throughout the consultation process, seldom heard groups were engaged in order to identify the barriers to accessing services and ensure that these are addressed in the strategy documentation. One of the key principles of the strategy is: "to reduce inequalities in access to care and support services" and this will take the form of listening to representatives of all races to identify barriers and develop and understanding of what action can be taken to address these in order to enable equitable access to preventative services. The Strategy places emphasis on the continued engagement with groups representing different ethnic groups across Hampshire and this will be used to highlight specific cultural factors and considerations which may be barriers to accessing preventative care (e.g. cultural stigma surrounding certain conditions). The Strategy will drive forward and embed this approach across Adults' Health, enabling effective response to identified inequalities and increase access to preventative care. A key aim of the strategy is to strengthen co-production and community empowerment which will include representatives of all races and this will strengthen connections between statutory services and community based support and enable provision based on the individual needs and characteristics of communities
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	Whilst the strategy does not make reference specifically to religion or belief, its guiding principles are there to ensure those of all faiths are supported when needed. Faith based organisations, religious networks and faith communities play a vital role in supporting and building community resilience, early intervention and can support with the promotion of preventative care and so will form part of the outreach and co-production which form the backbone of The Strategy. The focus of action will be where need is greatest, improving access to services for under-represented groups at greater risk of unmet needs and poorer outcomes. We engage through trusted, community-based networks so that support is accessible, culturally appropriate and responsive to need.
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	Whilst the strategy does not make reference specifically to sex, its guiding principles are there to ensure those of all sexes are supported and have the chance to have their views communicated and highlight where a sex specific approach to something is required through the co-production avenues built into the strategy. As part of The Strategy monitoring, specific focus will be given to gender inequalities in health outcomes and the access and use of preventative care as data shows some significant gender specific trends in access and requirements, some examples of which are outlined below: Data shows that women provide the majority of unpaid care across both Hampshire and the UK and that they constitute a significant proportion of social care users often as a result of living alone in later life or having an increased life expectancy when compared to males in Hampshire We know from existing provision that men are less likely to engage in preventative services than women and there are specific societal reasons why this may be the case. We know that men often experience different barriers to timely preventative intervention and that targeted community support (e.g. Men's Shed network) has been beneficial in increasing engagement in the past. The Strategy empowers staff and providers of preventative services to take difference approaches or courses of action for different genders where appropriate to do so in order to both maximise and equalise access to preventative services.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst the strategy does not make reference specifically to sexual orientation, its guiding principles are there to ensure those of all sexualities receive the support they need. Whilst The Strategy does not make specific reference to sexual orientation, one of the guiding principles is that provision and engagement should be tailored to the specific needs and sensitivities of a community and that with effective co-production with representative groups services can be adjusted to account for the lived experience of many users. Examples of this include but are not limited to: LGBTQ+ older adults are statistically more likely to experience social isolation and loneliness, that some individuals may be less likely to seek support owing to previous experiences of discrimination reducing trust in statutory services and a barrier to engaging with existing service provision.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Whilst the strategy does not make reference specifically to marriage and civil partnership, its guiding principles are there to ensure all residents of Hampshire receive the support they need The focus action where need is greatest, improving access to services for under-represented groups at greater risk of unmet needs and poorer outcomes. We engage through trusted, community-based networks so that support is accessible, culturally appropriate and responsive to need.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	Demand for care is not evenly distributed across the population. Inequalities shape health outcomes and care needs, with people living in more deprived communities more likely to develop health conditions earlier, experience reduced independence, and require support at a younger age.

	In 2024/25, the proportion of older adults receiving an adult social care service was 12% of the population in the most deprived quintile, compared with 6% in the least deprived quintile The strategy seeks to reduce inequalities in access to care and support services for those experiencing financial hardship and for the most deprived communities to ensure there is an equitable distribution of resource to meet the growing needs of this cohort The embedding of community and neighbourhood health and care approach will enable resources to be directed in a proactive and responsive way to the communities which most need it in order to drive forward health outcomes. Further still the strategy puts significant emphasis on improving health outcomes for residents though reducing smoking rates, alcohol consumption and increasing nutritional awareness. Statistics show that areas with multiple indices of deprivation have higher levels of smoking and alcohol consumption so again these actions will have a disproportionately positive impact on those living with financial uncertainty.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The strategy will be implemented across and serve the needs of all Hampshire communities irrespective of rurality. However statistics show that it can be harder to access a broad range of adult care services in more rural locations and the strategy will seek to address this. The strategy will strengthen connections between local authorities, wider statutory services and Hampshire's thriving Voluntary, Community and Social Enterprise Sector. Many needs can be effectively met through this network of local provision, which plays a vital role in preventing escalation of need, supporting wellbeing, reducing isolation and building resilience and has a greater presence in rural communities than many council facilities. A key focus of the strategy is the provision of technology enabled care which whilst beneficial for all residents is of particular benefit for those in rural locations who can struggle to access in person care provision. An increase in technology use will have a significant positive impact for those living in rural communities.
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: 01196

Date of production of EIA for publication: 22/09/2026