

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:	Grant Scheme: Wheelchair scales in Changing Places Locations
Related EIAs:	None
EIA for Savings Programme:	No
Service affected	Changing Places
Description of the service/policy/project/project phase	To provide a grant scheme to enable Changing Places across Hampshire to purchase accessible weighing scales. Changing Places are fully accessible toilet facilities that include changing benches and hoists. They are not disabled toilets, but are much more inclusive in supporting people with a range of needs. There is currently a lack of accessible weighing equipment that supports individuals with physical and learning disabilities across Hampshire. The aim of this project is to enable organisations that own Changing Places to purchase accessible equipment and install it in their setting. This will enable Hampshire residents to better monitor and manage their weight, provide reasonable adjustments to current practices and reduce inequalities. Individuals would be able to use the equipment as part of their self management, or as part of a health/ public health initiative such as Annual Health Checks or Tier 2 Weight Management programmes.

New/changed service/policy/project	To enable Changing Places to purchase accessible weighing equipment to install.
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Engagement
Light touch engagement has been done to gauge the need of this offer from other professionals. For example: A member of the Hampshire and IOW Healthcare trust learning disability team has contacted most GP surgeries in Hampshire to scope how many had wheelchair scales; none did. We have also approached 14 Changing Places schemes to understand their interest in installing accessible scales, of which 11 expressed an interest.

Equalities considerations - Impact Assessment

Age

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no expected impact on age. Changing places are open to people of all ages and wheelchair weighing provision will be open to people of all ages who require it.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	Adults with learning disabilities, physical disabilities and severe mental illness have disproportionately higher rates of obesity than the general population (1) face inequitable access to weight management services and poorer outcomes.. Across Hampshire and IoW, 39% of adults aged 35-44 years, registered as having a learning disability and with a BMI measure recorded, were obese. This is significantly higher than the prevalence for the general population at 12%. (2) People who use wheelchairs are often faced with discrimination. Research suggests there is a scarcity of accessible weighing scales in the community (3). Provision of wheelchair scales is an example of a reasonable adjustment that can be made to enable people to take more control over their own health and help to reduce health inequalities (4). Monitoring or self-monitoring of weight is considered as part of NICE guidance to be a core aspect of effective weight loss interventions, prevention of weight gain/regain and opportunities for health and social care professionals to discuss lifestyles to monitor and review progress to individuals goals. Inequitable access to scales to measure and monitor weight may hinder an individuals ability to achieve their goals and sustain behaviour change motivation.

	In addition to reducing inequalities in weight management for people, the programme also accounts for the following wider benefits: • Weight monitoring to ensure that the person's wheelchair is still suitable fit for purpose. • Social prescribers can signpost to county parks/ activities which have a nearby changing place. Promoting good mental and physical health activities and weight management at the same time. • Some people (i.e. autistic people) who may not like going to GP surgeries, to busy places, to towns, on drives with possible delays/ traffic can access Changing Places (see proposal below) in a variety of locations, which also makes it more manageable for individuals as well as carers/ families (1) Obesity and weight management for people with learning disabilities: guidance - GOV.UK (www.gov.uk) (2) Microsoft Power BI (3) Perspectives of patients with disabilities on the accessibility of medical equipment: examination tables, imaging equipment, medical chairs, and weight scales - PubMed (4) Obesity: identification, assessment and management (nice.org.uk)
Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Changing places are fully inclusive spaces which enable people of all genders to use the facilities.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Although not explicitly a target group for this programme, pregnant women may also require accessible weighing equipment should they have a disability/ need which makes using traditional equipment difficult.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no expected positive or negative impact on race. Changing Places and the weighing equipment are inclusive for use by all.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no expected positive or negative impact on religion. Changing Places and the weighing equipment are inclusive for use by all.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Changing Places are inclusive for use by all and are not sex specific. This means an individual and a carer of the opposite sex can use the space together to use the weighing equipment.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	Changing places are fully inclusive spaces which enable people of all genders to use the facilities.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no expected positive or negative impact on marriage or civil partnerships characteristics
Mitigation	

Poverty

Impact on public	Positive
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Impact on staff	Neutral
Rationale	The JSNA shows that although Hampshire is considerably affluent there are pockets of deprivation in Hampshire that fall within the most deprived areas of the country. The most deprived areas include Havant, Gosport, Rushmoor and the New Forest with pockets of deprivation in Basingstoke and Deane. The JSNA indicates there are 75,030 people living in the most deprived areas in Hampshire (1). Based on the Census 2021 average of 2.36 people per household this would equate to around 31,500 households, suggesting that at least around 16,000 disabled people in the most deprived area would benefit from the scheme. Poverty rates are higher for disabled people across all age groups. Being disabled, or living in a disabled household, are some of the strongest predictors of poverty in the UK; with nearly half of all people in poverty living in a household where someone is disabled. Changing Places are free to use and will improve access to weighing scales and consequently weight management support for people with disabilities who are known to be disproportionately impacted by poverty. Changing Places are available across all districts in Hampshire, including in places of higher deprivation such as Gosport Discovery Centre which is located among the most deprived areas of Hampshire (2). (1) Microsoft Power BI (2) Microsoft Power BI
Mitigation	

Rurality

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	Large rural areas can be found in the New Forest, South Downs and Test Valley (1). Within these areas people may be impacted by rural deprivation and would be most disadvantaged if in addition disabled. The majority of Changing Places locations are in town centres and country parks. Therefore, there may be some people living in rural areas that will need to travel further to use an accessible weighing scale than those living in more urban settings. However, the range of weighing sites available will improve access overall including those preferring to access outside urban areas (due to their disability). A low negative rating has been given as it is likely residents living in more rural places will need to travel further than those in more urban areas to access the equipment. (1) Microsoft Power BI
Mitigation	Once the programme has set up and we know what areas have applied for funding for the equipment, we will be in a better position to

identify any gaps and make recommendations for future provision.

Geographical Impact: All Hampshire

Equality Statement

Additional information:

This is the first time accessible weighing equipment will be made more broadly available across Hampshire. Therefore there will need to be work to :

- Promote and raise awareness of the equipment
- Better understand opportunities to monitor uptake and usage across locations, including gathering feedback from Primary Care Networks, Hampshire and Isle of Wight Health Care Trust, Individuals living with disabilities, providers of services such as Tier 2 Weight Management.
- Reviewing geographical coverage and accessibility to identify any gaps in provision across Hampshire.

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: 01209

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