

Equality Impact Assessment



Hampshire
County Council

Harry Sotnick House, Portsmouth

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Department: Adults' Health and Care

Date of
assessment: 22/11/2018

Description of current service/policy

Portsmouth City Council, have requested that Hampshire County Council, under the principles of mutual aid, take on the provision of Harry Sotnick House, a residential unit providing care with nursing, from the 1st April 2018, for a period of 18 - 24 months. HCC will provide a nursing care service on behalf of Portsmouth City Council.

Geographical impact: All
Hampshire

Description of proposed change

Adults Health and Care will provide the management of care at Harry Sotnick House taking over from the existing provider CareUK when the contract ends on the 31st March 2018. The existing CareUK staff will TUPE to HCC.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Engagement and consultation

Has engagement or consultation been carried out? Yes

To support the TUPE transfer formal consultation with staff will be required, although there is no set timescale for the duration of this consultation. During the course of the consultation, dedicated

HR resource will be made available to support the staff.

At the start of the staff consultation face-to-face briefings will be held with the staff. This will be followed, later in the TUPE consultation by HR drop-in sessions so that staff can raise any concerns and discuss their individual circumstances.

Statutory considerations	Impact	Mitigation
Age: Neutral		
Disability: Neutral		
Sexual orientation: Neutral		
Race: Neutral		
Religion and belief: Neutral		
Gender reassignment: Neutral		

<p>Gender: Low</p>	<p>Based on our employee data from our existing County Council care services it is reasonable to assume that there will be a higher proportion of women employed. The key activity in terms of mitigation will be to ensure that all staff affected have as much opportunity as possible to be actively involved in the staff consultation, in order that they are as informed as possible about their future career options.</p>	
<p>Marriage and civil partnership: Neutral</p>		
<p>Pregnancy and maternity: Neutral</p>		
<p>Other policy considerations</p>	<p>Impact</p>	<p>Mitigation</p>
<p>Poverty: Neutral</p>		
<p>Rurality: Neutral</p>		

Any other information