



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:	SP23 To stop the funding for three Hampshire County Council adult social care grant schemes
Related EIAs:	EIA Number: EIA-AHC-DMPCUGRANTS-2022/01/10

EIA for Savings Programme:	Yes EIA - Adults Health & Care - DMPCUGRANTS - 2022/05/03
Service affected	Adult Social Care Grants
Description of the service/policy/project/project phase	Adults' Health and Care (AHC) currently has an Adult Social Care Grants programme which provides grant funding each year to the Voluntary, Community and Social Enterprise sector in Hampshire to help deliver services that are targeted to adults most at risk of needing social care. Responsibility for managing this grant programme sits with the Demand Management and Prevention Change Unit (DMPCU).
New/changed service/policy/project	As part of the SavingsProgramme2023, the proposal is to stop three Adult Social Care Grant Schemes: 1.Neighbourhood Care and Support Grant 2. Community Based Support Grant 3. Rural Connections Grant The above grants are funded through revenue funding and so the funding is available every year unless a decision is made to remove the budget (as per the consultation). The proposal does not relate to other grants currently awarded by DMPCU. Some of these remaining grants may have also stopped by April 2023 as they are funded from finite funding and when the budgets are fully used, the awards will stop.

Engagement	<p>In addition to the engagement work set out in EIA 195 (published in February 2022: https://hants.sharepoint.com/sites/AHCI8675/Shared Documents/Forms/AllItems.aspx?id=%2Fsites%2FAHCI8675%2FShared Documents%2FEIA0195 - To stop the funding for three Hampshire County Council adult social care grant schemes%2EPDF&parent=%2Fsites%2FAHCI8675%2FShared Documents&p=true&ga=1), the following consultation and engagement work has been undertaken.</p> <p>When we first contacted the current grant holders re supporting engagement with service users, the initial response was that the organisations were in the best position to highlight the consultation with their service users / members. Subsequently, MHA Communities asked for support to capture the feedback of members from 4 service settings. We attended these settings and completed the online consultation with each member that wanted to participate, ensuring their views were captured as part of the consultation.</p>
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To support all service users interested in participating to access and respond to the consultation, the consultation was produced in a variety of formats:

- ○ ♠ Standard online consultation
- ♠ Easy Read online
- ♠ Paper copies of the standard consultation
- ♠ Paper copies in Easy Read
- ♠ Paper copies in large print
- ♠ Hard copy leaflets highlighting the consultation

These were available on request to the public and batches were also sent as requested directly to the 3 current grant holders and Hampshire CVSs. Braille and audio formats were offered but none were requested.

Email and phone contact was available throughout the consultation to support engagement.

Midway through the consultation, the opportunity was highlighted again via direct communications to stakeholders, newsletters, media and social media and promotion through the library network and Home Library Service.

1,663 responses to the consultation were received, with 97% disagreeing with the proposal and 88% strongly disagreeing. However, the impacts reported, particularly in relation to Protected Characteristics were in line with those already identified in EIA 195. When reporting the impacts the proposed changes to HCC's Adult Social Care grants might have on them, of the 1,207 responses, 40% mentioned a Protected Characteristic.

When specifically asked about the impacts on Protected Characteristics, of the 1,169 responses:

- 92% referred to Age (often linked in combination with other Protected Characteristics)
- 69% referred to Disability
- 42% referred to Poverty
- 36% referred to Rurality

The next Protected Characteristic mentioned was Race at 6%.

The consultation responses on Protected Characteristics potentially impacted by this proposal match those already planned for. Therefore, the proposed mitigation actions remain as per EIA 195. We take any possible impact on a Protected Characteristic seriously and for this reason the mitigation actions previously identified will be put in place should the proposal be approved.

Impact on public	Negative - Medium
Impact on staff	Neutral
Rationale	<p>All 3 grant streams involved in this proposal support individuals with this protected characteristic because they support older adults. Over 23,000 older adults have been directly supported by the funding in the past year. AHC has grant funded some of these services for a number of years. Older Adults are also a key client group in terms of the current Adult Social Care grant priorities. Without mitigating action, the proposed changes could affect:</p> <ul style="list-style-type: none"> • Older people at risk of loneliness and / or frailty • Older people who would benefit from support to live safely and independently at home, engaged with the community • Older people living in rural and semi-rural settings, who are at risk of social isolation • Older people living in rural and semi-rural settings, who would benefit from information and advice to support them to live safely and independently at home, engaged with the community • Older people who need transport to attend health appointments • Older people seeking transport for social reasons • Older people seeking shopping support and prescription collection • Older people wanting assistance with gardening or DIY • Older people with long term conditions • Older people with mental health needs • Older people with sensory impairment/loss • Older people who are unpaid carers • Older people requiring support to complete Attendance Allowance applications • Older people requiring support to complete Blue Badge applications <p>The potential impact is rated as medium(not high) because the services affected are not fully funded by AHC grants. AHC funding accounts for approximately:</p> <ul style="list-style-type: none"> • 55% of the service funded by the Neighbourhood Care and Support Grant • 25% of the service funded by the Community Based Support Grant 60% of the service funded by the Rural Connections Grant • In addition, there are over 300,000 people aged 65 and over in Hampshire.[1] Therefore these services do not serve the majority of older people Hampshire, although they do contribute to the wellbeing of those that use them. <p>In the Public Consultation 92% of the responses highlighted the impact on Age and did not identify any further impacts beyond those detailed in EIA195.</p>

Mitigation

- Continuing to fund the Infrastructure grants. These provide funding for the Council for Voluntary Services and Citizens Advice Hampshire to support the community and voluntary organisations working in Hampshire.
- Proposed to provide fundraising support to voluntary and community organisations supporting adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics) to continue to live healthily and independently in their Hampshire communities.
- Promoting use of potential funding from other parts of the County Council e.g. members' grants and leaders' grants
- Continuing to work closely with partners, including the District and Borough Councils, the NHS and the Voluntary and Community Sector. Together we can look at funding available and services already in place that could support any users that are affected by the proposal.
- Providing free training support for voluntary and community organisation staff whose focus is working adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics),e.g. online training for volunteers on how to identify any risks faced by service users and how they could be addressed, advice on how to best use a Strength Based Approach(support a person to use all the strengths and resources they already have) and guides on how to support clients who raise mental health concerns.
- Running sessions with social care teams, voluntary and community groups to increase understanding of how to access AHC support and services, how technology can support people to live safely at home and how to access IT and equipment that supports wellbeing at home.
- Signposting users to alternative provision where possible. For example, if any social groups stop, it may be possible to redirect users to an alternative social group. Where volunteer drivers are required, alternative options could include any existing CVS volunteer driver services/ HCC's volunteer drivers.
- Continuing to use our Connect to Support Hampshire website to provide information about local community services available to residents.
- Continuing to support people to successfully carry out tasks online. This will support individuals to use online support, such as Connect to Support Hampshire, to find out about local services, including social groups and group exercise opportunities.
- Continuing to work with voluntary, community and social enterprise organisations that support older people, to increase the number of volunteers in Hampshire. This can be through research, marketing and the sharing of ideas.

Disability

Impact on public	Negative - Medium
Impact on staff	Neutral
Rationale	<p>A proportion of service users supported by all 3 grant schemes included in this proposal have this protected characteristic. The impairments faced by disabled service users vary. However, the physical and / or mental impairments have a substantial and long-term adverse effect on service users' ability to carry out normal day-to-day activities. All 3 currently funded services support users holistically and not all specifically record whether a user is disabled. We do know that last year, the Community Based Support Grant supported over:</p> <ul style="list-style-type: none">• 1,200 older adults with long term conditions• 600 older adults with mental health needs• 400 older adults with sensory impairment/loss <p>The Rural Connections Grant supports individuals to obtain Attendance Allowance. In the past 6 months, 19 individuals were supported to claim. To be eligible, the applicant must have a long-term physical or mental illness or disability. The negative impact is rated as medium (not high) because the services affected are not fully funded by AHC grants. AHC funding accounts for approximately:</p> <ul style="list-style-type: none">• 55% of the service funded by the Neighbourhood Care and Support Grant• 25% of the service funded by the Community Based Support Grant• 60% of the service funded by the Rural Connections Grant <p>In addition, there are approximately 88,000 people in Hampshire with a long-term health problem or disability which greatly limits their day-to-day activities [1]. Therefore, these services do not serve the majority of disabled people Hampshire, although they do contribute to the wellbeing of those that use them.</p> <p>In the Public Consultation 69% of the responses highlighted the impact on Disability and did not identify any further impacts beyond those detailed in EIA195.</p> <p>[1] Living well 2016 to 2019 Health and social care Hampshire County Council (hants.gov.uk)</p>
Mitigation	These are the same as those detailed in the Mitigation/Actions section for Age.

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities.</p> <p>The Public Consultation highlighted no further impacts beyond those detailed in EIA195.</p>
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities.</p> <p>The Public Consultation highlighted no further impacts beyond those detailed in EIA195.</p>

Mitigation	
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Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities.</p> <p>The Public Consultation highlighted no further impacts beyond those detailed in EIA195.</p>
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities.</p> <p>The Public Consultation highlighted no further impacts beyond those detailed in EIA195.</p>

Mitigation	
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Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities.</p> <p>The Public Consultation highlighted no further impacts beyond those detailed in EIA195.</p>
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities.</p> <p>The Public Consultation highlighted no further impacts beyond those detailed in EIA195.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The three Adult Social Care Grant Schemes affected by the proposal don't specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current Adult Social Care grant programme priorities.</p> <p>The Public Consultation highlighted no further impacts beyond those detailed in EIA195.</p>
Mitigation	

Poverty

Impact on public	Negative - Medium
Impact on staff	Neutral
Rationale	<p>The 3 grant schemes included in the proposal do not specifically support people with this protected characteristic. However, a number of adults living in poverty will be supported by the grant funded services.</p> <p>In addition, those in poverty could be more affected if services close or reduce due to removal of the grant funding. Although members that cannot afford to pay don't pay for the services, at least one service does charge a small amount for services. If organisations have to stop less economically viable parts of the service, they may stop in areas of higher deprivation where service users are less able to make a contribution towards service costs.</p> <p>A potential impact on those in poverty is that one grant support individuals to claim attendance allowance. Between October 2020 to September 2021, Rural</p>

	<p>Connections grant funding supported individuals to obtain annual benefits worth £229,000. Attendance Allowance is not means tested and so the benefits have not only supported those in poverty and are likely to have had some impact on reducing poverty.</p> <p>Those in living in poverty could be more affected if services close or reduce due to removal of the grant revenue budget. If organisations have to stop less economically viable parts of the service, they may stop in areas of higher deprivation where service users are less able to make a contribution towards service costs.</p> <p>The negative impact of the proposed change is rated as medium (not high) because the services affected are not fully funded by AHC grants. AHC funding accounts for approximately:</p> <ul style="list-style-type: none"> • 55% of the service funded by the Neighbourhood Care and Support Grant • 25% of the service funded by the Community Based Support Grant • 60% of the service funded by the Rural Connections Grant <p>In addition, the projects are not specifically targeting individuals living in poverty.</p> <p>In the Public Consultation 42% of the responses highlighted the impact on Poverty and did not identify any further impacts beyond those detailed in EIA195.</p>
Mitigation	<p>These are the same as those detailed in the Mitigation/Actions section for Age.</p>

Rurality

Impact on public	Negative - Medium
Impact on staff	Neutral
Rationale	<p>All 3 grants included in this proposal support individuals living in rural areas. The Community Information Service (which supported 188 people from April – September 2021) specifically supports older people living in rural and semi-rural areas and AHC has grant funded this service for a number of years.</p> <p>The impact is rated as medium (not high) because the services affected are not fully funded by AHC grants. AHC funding accounts for approximately:</p>

- 55% of the service funded by the Neighbourhood Care and Support Grant
- 25% of the service funded by the Community Based Support Grant
- 60% of the service funded by the Rural Connections Grant

There are close to 300,000 people living in Hampshire’s rural areas [1]. Therefore, these services do not serve the majority of people living in rural Hampshire, although they do contribute to the wellbeing of those that do use them.

Those in rural Hampshire could be more affected than urban counterparts if services close or reduce due to removal of the grant budget. If organisations have to stop less economically viable parts of the service, they may stop in rural areas where service users are more dispersed and so service provision can be more expensive.

In the Public Consultation 36% of the responses highlighted the impact on Rurality and did not identify any further impacts beyond those detailed in EIA195.

[1] [Socio-economic profile of rural Hampshire 2016 \(hants.gov.uk\)](https://www.hants.gov.uk/socio-economic-profile-of-rural-hampshire-2016)

Mitigation

These are the same as those detailed in the Mitigation/Actions section for Age.

Geographical Impact:All Hampshire

Equality Statement

Additional information:

While the consultation responses indicate a high level of disagreement with the proposal, no further impacts have been identified beyond what was identified in the initial EIA 195 (EIA-AHC-DMPCUGRANTS-2022/01/10, published in February 2022).

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00248

Date of production of EIA for publication: 28/07/2022