

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Corporate Parenting Board
Date:	28 March 2023
Title:	HCC Annual Report Care Leavers
Report From:	Director of Children's Services

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Purpose of this Report

1. The purpose of this report is to provide Hampshire County Council's Corporate Parenting Board with an annual report on the activity of the Care Leavers Service from January 2022 to December 2022 inclusive. This will ensure that the Board has an overview of the achievements, progress, and challenges in meeting the needs of Hampshire's Care Leavers in 2022.

Recommendation(s)

2. That the Board notes the good outcomes that are being achieved by Hampshire's Care Leavers and the plans of the Care Leaver Service to continue to improve those outcomes further in 2023.

That the Board continues to offer support and challenge to the Care Leaver Service in maximising the offer for Care Leavers.

The Board continue to promote the corporate parenting responsibility Hampshire County Council and the district borough councils hold.

Executive Summary

3. Protecting and looking after children and young people is one of the most important jobs that councils do when a child and/or young person, for whatever reason, cannot safely stay at home or with relatives or friends. Being a corporate parent means doing everything that can be done for every care experienced young person to give them the opportunities that other children and young people get.
4. Sadly, despite the ongoing focus within legislation and policy, children and young people who are care experienced have poorer outcomes compared to their peers. For example, care leavers are less likely to be in employment, education, or training post 18 and four times more likely to be involved in the criminal justice system and four times more likely to have a mental health condition. It is the Local Authority's responsibility to do everything it can to change these statistics for the better.
5. This report will seek to outline the work of Hampshire's Care Leaver service during 2022.

Who are our 'Care Leavers'?

6. Care Leavers are young people aged 18 years to 25 years of age who have been in care as a child. There are four different categories, and each category has an associated entitlement status:
 - Eligible child - 16 or 17 years old in care and have been in care for at least 13 weeks since the age of 14, will meet the criteria as an 'eligible child'.
 - Relevant child - 16 or 17 years old, have left care, but were in care on or after their 16th birthday and have been in care for at least 13 weeks since the age of 14. This applies if they have been part of the youth justice system or hospitalised on or after their 16th birthday.
 - Former relevant child - 18 to 21 years old and if they were previously either an eligible or relevant child.
 - Qualifying child - 16 to 21 years old and have been in care or, if disabled, have been privately fostered after reaching 16, but do not qualify as eligible, relevant, or former relevant (have spent less than 13 weeks in care). May also qualify if subject to a Special Guardianship Order (SGO) and were looked after immediately before the SGO was made, or, if previously an eligible child, but returned to live with someone with parental responsibility (PR) for more than six months before their 18th birthday.

- From April 2018 the Children & Social Work Act 2017 introduced a new duty on local authorities, to provide Personal Advisor (PA) support to all Care Leavers up to age 25, if they want this support. Under previous legislation, local authorities were required to only provide Care Leaver with support from a PA until they reach age 21, with that support continuing up to age 25 only if a Care Leaver was engaged in education or training.

Hampshire Demographic

7. There are currently **786** Care Leavers (18+) open to Hampshire Children's Services.

Age and Gender

484 Males
299 Females
3 Other ¹

Ethnic background

White 538
Mixed 19
Asian or Asian British 34
Black or Black British 115
Other Ethnic group 80²

Eligibility Category

Relevant: 8
Former Relevant: 750
Qualifying: 28

Corporate Parenting and Statutory Responsibilities to Care Leavers

8. Hampshire County Council (HCC) believes that it is everyone's responsibility to help those who have been in care to overcome the difficulties that they experienced in their childhoods so that they can lead successful adult lives. However, as a council we have statutory responsibilities set out in the Children Act 1989, the Children (Leaving Care) Act 2000, the Children and Families Act 2014 and the Children and Social Work Act 2017 to Care Leavers that we are legally required to meet.
9. HCC has developed a 'Pledge to Care Leavers'. The Pledge is our promise to all our young people leaving care based on what we recognise are the additional challenges faced by care experienced people. Our pledge can

¹ These are young people recorded as gender indeterminate on the record.

² Other ethnic group is made of any groups that do not come under the first 4 categories for e.g. Arab, Gypsy/Romany, Persian etc.

be accessed here: [Appendix A - Pledge to Care Leavers.pdf \(hants.gov.uk\)](#) and can be accessed by care leavers via an internet search. The Care Leaver Service are in the process of updating of the branding and design of the Pledge based on the feedback of our care leavers.

10. As a Local Authority we have also consulted with Care Leavers and stakeholders and developed a 'local Offer' which provides detailed information about the service and support available to Care Leavers, including information about both their statutory entitlements as well as any discretionary support we provide. This is provided to young people leaving care at age 16 and can be accessed via the internet. [Appendix B - Local offer for Care Leavers.pdf \(hants.gov.uk\)](#). The Care Leaver Service are in the process of updating the Local Offer and this will be presented to the Board in due course.
11. The HCC local offer is centred on the below principles:
 - My Life My Future Plan to independence and a successful future
 - My health and wellbeing
 - My relationships
 - My education and training
 - My employment, including my money
 - My accommodation (experiencing stability and feeling safe and secure)
 - My participation in society, including getting my voice heard

Means of Delivery

12. Hampshire Care Leavers benefit from a stable, committed, and creative staff team who have offered consistency over a long period of time. We have four Care Leavers Teams in the county, one in each area North West (Test Valley, Basingstoke and Deane), North East (Hart, Rushmoor and East Hants), South East (Havant, Fareham and Gosport) and South West (Eastleigh, Winchester, Totton and New Forest). Each team consists of an experienced Team Manager, Senior Practitioner, Personal Advisors (PA) and Admin staff.
13. Care Leavers are supported by the team closest to where they lived upon entering care. They are allocated a PA at age 15 years 9 months whose role is to work alongside the young person and the allocated 'children in care' social worker until the young person reaches the age of 18. Strong communication loops exist across the Care Leaver Teams, Children in Care and Child, Assessment and Safeguarding Teams. This results in, overall, well planned transitions across these services. The early input of the Care Leaver Service encourages a greater focus on the adults the young people will become. The role of senior practitioners has been particularly effective for more complex cases whereby the young people are receiving extremely high levels of support within residential accommodation and High support needs placements prior to 18 and ensuring a smooth transition to the care leaver service. Positive transition

planning is aided through PAs attending all 'My life my future' planning meetings and CLA reviews, with Team Managers or Senior Practitioners attending and chairing final meetings

14. The PA, once allocated, contacts the Children in Care social worker and they will plan a joint visit to the young person. PA visits to the young person are then conducted every 8 weeks and more frequently if required if there is a significant event. Visiting and communication with the young person typically increases as they progress to 18 years of age ready for the transition to leaving Care.

Role of Care Leaver teams and PAs

15. The role in Hampshire is as follows:
 - Complete timely pathway plans, co-produced with young people and reviewed every 6 months or more frequently depending on need. HCC has adopted a strength-based methodology (the Hampshire Approach) and as part of this has reviewed and rewritten the pathway plan which is now called 'My Life My Future plan'. This aspect of service development means that children and young people have one plan that will see them through their journey in and through into adulthood.
 - Keep in touch with our care leaving young people.
 - Support our Care Leavers to access relevant services e.g. Health Services
 - Support Care Leavers in preparing for adulthood and independent living.
 - Support Care Leavers to access suitable housing.
 - Support Care Leavers in accessing Education, Employment or Training
 - Support care leavers in budget planning finances where appropriate.
 - HCC promotes its offer of extended support for Care Leavers up to the age of 25 by writing to all young people who are closed to make them aware that they can request further support, advice, and guidance until their 25th birthday.
16. Care Leavers continue to provide very positive feedback regarding the support provided by PAs which is obtained via audit feedback and from participation events i.e National Care Leavers week October 2022.

Proportion of Care leavers aged 19-21 who were 'In Touch'

Year	Quarter	Hampshire	South East
2021-22	Q2	85.0%	92.1%
2021-22	Q3	85.1%	90.5%
2021-22	Q4	83.9%	92.2%
2022-23	Q1	84.1%	92.2%

2022-23	Q2	84.0%	91.2%
2022-23	Q3	84.2%	Not yet published

Accommodation stability / suitability

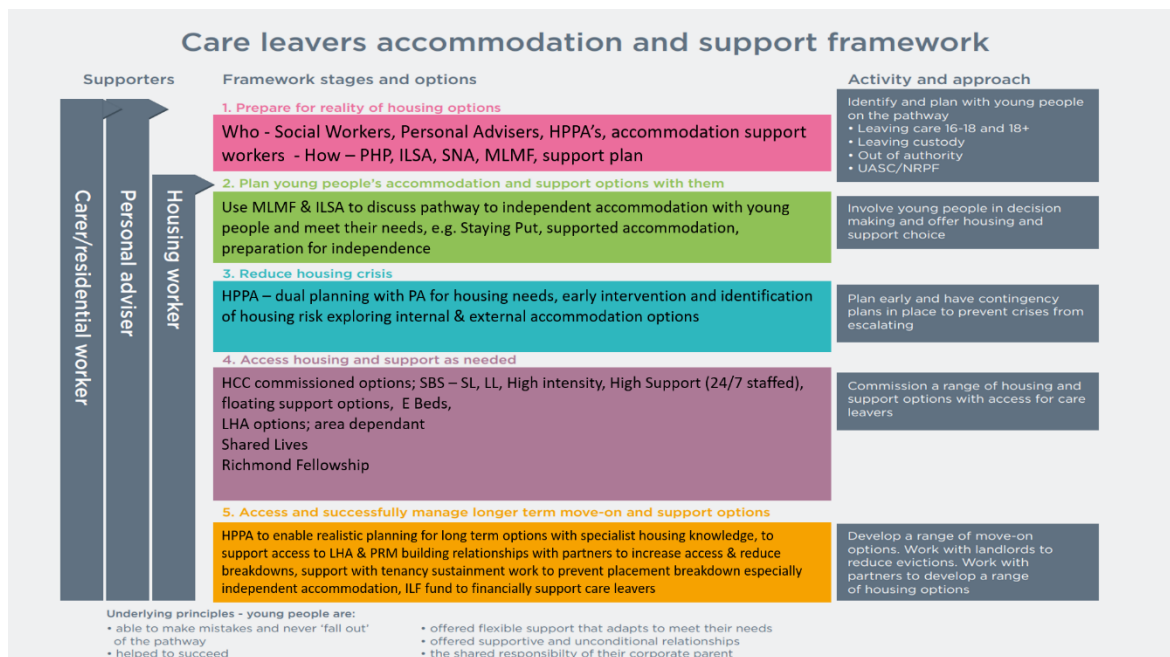
17. Young people leaving care need somewhere safe, stable, and suitable to live to help them make a positive transition into adulthood.
18. Hampshire also have a robust framework for supported accommodation and commission significant levels of accommodation to meet the needs of our young people who are not ready to live independently. This is reflected in our data relating to suitable accommodation for 18 year olds which has improved from 2021 by 23% in 2022. Accommodation suitability has been maintained for 19 year olds for the last three years however there has been a reduction in performance in this area for 20 and 21 year olds. This may be explained by the fact that we commission a lower number of accommodations providers for this age group and there is a greater expectation for them to access social housing, which can prove to be more challenging to manage for young people.

HCC Suitable Accommodation Data - a relates to the birthday window - 3 months before and one month after the young person's birthday.

Age	Suitable accommodation				
	2018	2019	2020	2021	2022
18	61%	63%	64%	50%	73%
19	79%	72%	78%	79%	79%
20	66%	73%	74%	88%	79%
21	71%	57%	74%	75%	71%

19. It is hoped that the development of a joint housing protocol for care leavers setting out our corporate parenting commitment and how these will be delivered in practice, including our district housing partners, will strengthen our accommodation support to young people. It is anticipated that the new protocol will launch in June 2023. To compliment the protocol, we have also developed a new accommodation/ housing information pack for young people.

Post 16 framework



Staying Put

20. Staying Put arrangements are where a Former Relevant child, after ceasing to be Looked After, remains living in the former foster home where they were placed immediately before they ceased to be Looked After. The intention of Staying Put arrangements is to ensure that young people can remain with their former foster carers until they are prepared for adulthood and can experience a transition akin to their peers. Staying put is heavily promoted by the Care Leaver Teams however this is not a straightforward option for young people and their foster carers for multiple reasons. HCC staying put arrangements were set to be reviewed as part of the Modernising Placements Agenda at the beginning of 2021 however this work has been delayed and will be undertaken in 2023.
21. As at December 2022, 81 young people in staying put arrangements (66 in December 2017, 84 in November 2018, 62 in December 2019, 91 in December 2020, 77 in December 2021) which is a small increase from the previous year.

Homelessness Prevention Personal Advisor

22. As a direct result of a government initiative and funding (Ministry of Housing, Communities and Local Government), HCC created four new specialist posts in 2019, focused on promoting accommodation stability for young people – Homelessness Prevention Personal Advisors (HPPA). HPPAs play a vital part in the transition from adulthood and assist with housing options as they approach 18 years of age. The HPPAs, since

being in post, have worked to develop stronger partnerships with partners in particular District and Borough Housing Departments and Post 16 accommodation providers to enable early intervention with Care Leavers, to and identify any potential risks of homelessness. The HPPAs have also developed tools (Independent Living Skills Assessment – ILSA) to assess young peoples' skills, to inform appropriate and successful move on and enhance placement stability overall and prevent homelessness through targeted tenancy sustainment work. HPPA support is accessible by request of the children in care social workers and PAs. The PAs also take the lead on supporting young people to submit an application to the local housing register and provide supporting documents.

Journey to independence

23. The Care Leaver service have a number of project streams which aid transition including housing, independence, Education, Employment, Training (EET) and mental health and wellbeing. All activity is open to children in care/care experienced aged 16 and over.

Independence workstream:

24. Personal Advisors work with the foster carer / post 16 provider / residential provider and the young person to identify independent skills to focus on and improve. The foster carer / support provider will work 'with' the young person so that they can practice these skills and learn from any mistakes whilst still in a very supportive environment.
25. Partnerships have been built with organisations who provide education and training to enhance young people's knowledge and skills in relation to money and finance. Several online courses have been successfully delivered during 2022, with the most recent taking place during National Care Leavers Week (24th to 28th of October 2022).
26. The Care Leaver Service has identified Personal Advisors to act as link workers to the Hampshire Fostering Hives to strengthen working relationships between the Care Leaver Service and the Fostering Service focusing on Standard 12 - promoting independence and moves to adulthood and leaving care.
27. HCC Children's Services has continually encouraged District Councils in light of their new corporate parenting responsibilities, to consider using their discretionary powers as the billing authority to apply Council Tax exemptions for all Care Leavers living within Hampshire, as part of the local offer. Several District Councils have implemented Council Tax exemption/discounted rates specific to Care Leavers these include:

District	Discount
Basingstoke	18-21 years old (100% discount) 22 years old (75% discount) 23 years old (50% discount) 24 years old (25% discount) 25 years old (no discount)
East Hampshire	18-25 years old (100% discount)
Test Valley	18-25 years old (100% discount)
Eastleigh	18-21 years old (100% discount) 21-25 years old (50% discount)
Hart	Hart have an exemption as of Feb 2023
Winchester	18-25 years old (100% discount)
New Forest	18-25 years old (100% discount)
Gosport	No designated offer to care leavers
Havant	18-25 years old (100% discount)
Rushmoor	No designated offer to care leavers

Education, Employment and Training workstream

28. HCC is committed to helping Care Leavers realise their potential. Central to this is Care Leavers ability to engage and succeed within education, employment, and training. Sadly, despite continued focus within government policy for over 20 years Care Leavers continue to experience poorer outcomes in these areas compared to their non-care experienced peers. This can be for a number of reasons, including poorer academic success within school due to disrupted education prior to becoming looked after, self-esteem and mental health needs, a lack of skills or experience to find and maintain employment.
29. The table below shows care leavers NEET (Not in Employment, Education or Training) during their birthday window by age band as at December 2018 to October 2022.

Age	NEET				
	2018	2019	2020	2021	2022
18	19%	13%	18%	11%	18%
19	29%	21%	28%	17%	26%
20	28%	31%	27%	31%	27%
21	37%	26%	32%	30%	21%

HCC Virtual College and Hampshire Futures

30. The Care Leaver teams continue to work closely with HCC Virtual College, Hampshire Futures (careers service) with there being an allocated carers advisor allocated to each District CL team.
31. The Virtual College, Hampshire Futures (Careers Service) aims to provide consistent, high quality support to young people in care and care leavers including early intervention when young people are at risk of becoming NEET. There is a continuing focus on increasing the collective ambition & aspiration. There has been a high level of promotion of the support available from the Virtual College during 2022 around the cohort of YP, challenging low expectations and underachievement. There continues to be a joint focus on seeking to increase the number of CLA and care leavers who progress into traineeships, apprenticeship, and Higher Education (HE).

HCC Higher Education (University) Offer

32. The Care Leaver Service has committed to increasing university attendance within their 2022/2023 Service Plan. As of October 2022, there are 79 young people anticipated to commence/continue their study at university while this has reduced by 3 from the previous year this continues to be significantly high number which we attribute in part to the positive financial offer in place for HE. Since the offer was increased, we have had on average 30 more young people a year on roll. The ethos behind the policy is to reduce the levels of student debt acquired during study meaning Care Leavers no longer being dependent on a maintenance loan to meet weekly living costs. The university offer is actively promoted within the My Life My Future planning process (pathway plan), advertised on the Virtual College website, as well as firm links having been established with local universities, who provide taster days to promote university life.

Department of Work and Pension (DWP) joint working

33. The Care Leaver service continues to work closely with the DWP who recognise that Care Leavers have additional support needs when transitioning into adulthood. The Service continue to meet regularly with the DWP Employer and Partnership Manager and a training session was offered by the DWP to the Care Leaver Service to increase staff awareness of the support available for young people to aid them in gaining employment and practical help regarding applications for Universal Credit.

Hampshire & Isle of Wight Community Fund Access

34. Hampshire are actively promoting applications to the following funds:
35. **Mace funds:** up to £400 for 18-25 year olds formerly in the care of HCC to pursue further education, with an emphasis on courses covering drama or

poetry (but not exclusively). Applications to facilitate further education, higher education, internships, apprenticeships, employment and some extracurricular activities can be considered. More information and application form here: <https://www.hiwcf.org.uk/grant/maceeducationaltrust/>

36. **HOIRST Funds:** up to £500 for 18-25 year olds formerly in the care of HCC to facilitate access to further education (eg Further Education at A Level and above, BTEC Extended Diploma Level 3, NVQ 3, Higher Education - Degree Level and above, HNC, HND, T-Levels, Internships, Apprenticeships, employment and associated extracurricular activities. Funds can be for equipment, travel or driving lessons to enable participation/progression. More information and application form here: <https://www.hiwcf.org.uk/grant/hampshire-old-industrial-reformatory-schools-fund-hoirst/>.

Health and Wellbeing workstream

37. The Care Leaver Service continue to seek to promote young people's awareness of key support services in terms of mental health and wellbeing. Staff have attended information sessions with key agencies such as CAMHS, KOOTH, MIND, ITALK to ensure they remain up to date in terms of the support available to young people. The workstream will be an area of focus in 2023 given feedback from young people last year regarding their emotional health and wellbeing with 29% of those who responded to the survey reporting low life satisfaction as opposed to 3% of the general population (as captured within the Bright Spots Survey -see paragraph 50).

Health Histories

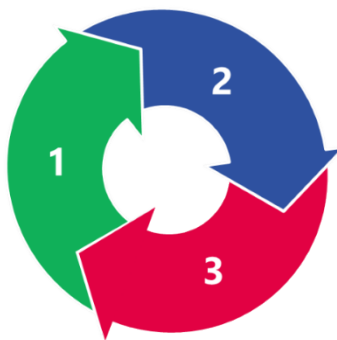
39. Health and Social Care teams have a responsibility to provide care leavers with information about their health, and to support them to manage their health independently. To fulfil this responsibility and in collaboration with young people in care, care leavers, carers, our health partners and workers from our children in care and care leavers team the health history pack was developed. The care leaver health history pack is a set of documents shared with young people in care as they turn 18 years old and become care leavers. The aim of the health history pack is to ensure young people can understand their health history and manage their health independently after their time in care:

1. A record

Summarising key info about the care leaver's:

1. Past, current & future health needs;
2. Physical, mental & emotional health.

NOT a duplication of detailed NHS records.



2. A conversation starter

Between the young person and Health professionals, with support from their:

1. Social Worker
2. Personal Advisor
3. Carer

To promote wellbeing and explore the relevance of past health to the future.

3. A guide

Outlining next steps for care leavers to learn more about:

1. Their health history;
2. Their birth family's health history;
3. What this means for them;
4. How to improve their health.

40. The care leaver teams are ensuring the health history pack offer is made to all open cases with the children in care teams ensuring the offer is made to all young people prior to turning 18.
41. Of Hampshire's 780 care leavers reflected in the Data for December 2022:
 - 155 (19.9%) have received a health passport (full or lite)
 - 387 (49.6%) have declined the offer of a health passport
 - 73 (9.4%) have accepted the offer
 - 137 (17.6%) of care leavers records do not show if they have received, accepted or declined the offer of a health passport
 - 26 (3.3%) young people have no offer recorded

Participation and engagement with Care Leavers

42. **Care Leavers week 2022** - National Care Leavers Week provides an opportunity to raise awareness but importantly celebrate our amazing young people and further promote their opportunities. In 2022, the Care Leaver Teams collaborated with the Virtual College and the University of Winchester as well as post 16 accommodation providers to offer a bumper week of activities / workshops and events for our care leavers:
43. **Online interactive learning** - Including learning how to manage your money, understanding how to access housing, and finding out what support can be available to care leavers who choose to go to university.
44. **Face to Face fun and connections** - Opportunities to meet with other care leavers is important and for that reason we arranged a number of events including team building activities at an activity centre in Farnborough, a chilled-out coffee-morning in Winchester, an Open Night

Mike night and an opportunity for London based young people to connect and meet up and attend a London attraction.

Crate building!



Feedback on the events held:

45. Care Leaver PA: We had 10 young people attend, whereby they were able to try out some instruments; piano, guitar and do some karaoke! It was clear that all attendees enjoyed spending time together, evidenced by the smiles and laughter from all the young people. The takeaway pizza was also a HIT!
46. Care Leavers:
 - "A fun night was nice to be normal and spend time with other people that has experience being in care"
 - " I loved the singing; Pizza was nice too"
 - "I haven't used a guitar for some time was nice to play some music again, and show off my skills, I enjoyed meeting new people"
47. Care Leaver PA: We met on Wednesday 26th October at Totton and Eling Community Centre. The aim was to gather a few of our care leavers together to relax, meet each other, meet the team. In addition to this we also had 2 staff from Safe New Futures come and talk to us all about their CBT programme that they run, as part of our Health and Wellbeing agenda. We had seven of our care leavers come and join us, along with a foster carer, two dogs and a baby!

48. Care Leavers:

- Was amazing time, very knowledgeable. Defo recommended, I VOTE WE SHOULD DO THIS AGAIN!!
- 'I loved seeing Mandi she's brilliant! Meeting amazing people, especially how much foster carers have done for children in the New Forest!'



49. **Gillian Keegan Secretary of Education met with Hampshire Care Leavers** - Four experienced young people had the opportunity to meet with the Secretary of Education, this was a news reported event and empowered the young people to voice their views and ask questions.

Bright Spots Survey:

50. HCC commissioned an independent survey called the Bright Spots Programme in 2022 to seek the view of care leavers about the support they are offered from the Local Authority but also on the wider issues affecting them. The Bright Spots Programme is a partnership between Coram Voice and the University of Oxford and is commissioned by a number of local authorities enabling themes to be identified nationally but a means for LAs to benchmark and compare their support offered to care leavers. The survey was operational between April 2022 and July 2022. 171 young people responded fully to the survey from a care leaver population of 713 this is a response rate of 24%. This is an improvement from the previous survey undertaken in 2019/20 which achieved a response rate of 21%. A report will be shared with the Corporate Parenting Board in due course.

Christmas

51. Hampshire Children's Services provide all Care Leavers with a Christmas gift in the form of a gift voucher to the value of £25.00 every year. Additionally, through the generous donations of Hampshire colleagues and local charities and businesses, Care Leavers receive a wrapped and

personally chosen gift based on their interests and likes as well as a selection of tasty food treats. Care Leavers who are living semi independently and likely to be in most need, also received a personal contact over the Christmas period and in person visiting.

Vicky Gregory, Anouska Thomas, and Paula Hall (NECLT Team) are just 3 of our HCC Xmas elves!

<https://www.instagram.com/reel/C13v4Tsolqb/>



Conclusions

52. As a Care Leaver service there remains a focus on our statutory duties to Hampshire Care Leavers. The performance data and survey data contained within this report demonstrates that the service performs well in terms of key indicators including keeping in touch data, EET and suitable accommodation. Notwithstanding this, it is important to recognise that there remains work to do to achieve the levelling up nationally we need to achieve.
53. The Care Leaver Service are keen to be as creative and aspirational as possible for our Care Leavers however within this we are challenged by the pressures faced by all Local Authorities in terms of increasing care populations and funding allocation.

54. Within the workstreams of the Care Leaver Service as outlined within this report, there remains scope for further development and strengthening of the offer making full utilisation of district council resources, charities and local business. The Care Leaver Service seek the support of the Board in this respect.
55. Overall, we consider the strengths of the service to be as follows:
- Strong performance with regard to Personal Advisor contacts with young people being achieved within timescales
 - Good performance in terms of ensuring young people have opportunities to maintain them in education, employment, and training.
 - Placement stability for young people and progression of accommodation plans despite the challenges in the accommodation market.
 - Homeless Prevention Personal Advisor role has proven successful in improving relationships with local housing departments and successes of accommodating care leavers within housing.
56. Our next steps for 2023 are as follows:
- Further improving the numbers of young people in education, employment and or training.
 - Increased numbers of young people living in accommodation deemed suitable in line with the DFE's criteria around this.
 - The take up and engagement of care experienced young people remains an issue in terms of the opportunities identified and developed. In recognition of this we are seeking to encourage post 16 accommodation and support providers to have a larger role within this and act as key stakeholders within all the project streams.

Consultation and Equalities

57. The implications of this are covered in the main body of the report.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	YES
People in Hampshire live safe, healthy, and independent lives:	YES
People in Hampshire enjoy a rich and diverse environment:	YES
People in Hampshire enjoy being part of strong, inclusive communities:	YES
OR	
<p>This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because: <i>NB: Only complete this section if you have not completed any of the Strategic Plan tick boxes above. Whichever section is not applicable, please delete.</i></p>	

NB: If the 'Other significant links' section below is not applicable, please delete it.

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

Document

Location

None

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation).
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation) and those who do not share it.
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic.
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it.
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

See guidance at <http://intranet.hants.gov.uk/equality/equality-assessments.htm>

Insert in full your **Equality Statement** which will either state:

- (a) *why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or*
- (b) *will give details of the identified impacts and potential mitigating actions*