

## Appendix 2

<b>Savings Programme Reference</b>	<b>Service Area</b>
H2050-1	Grants (One-Off Competitive)
H2050-4	Grants (Centrally Administered Revenue)
H2050-5	Grants (Management Funding Agreements)
H2050-2	H2050 Organisational Re-Design
H2050-3	Office Accommodation

# Hampshire 2050 Directorate

<b>Name of SP25 proposal:</b>	<b>SP25 Proposal Reference:</b>
Grants (One-Off Competitive)	<i>H2050-1</i>

## EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Emma Noyce	H2050	Assistant Director			30/08/2023	2
2	EIA authoriser	Gary Westbrook	H2050	Director			30/08/2023	2
3	EIA Coordinator	Rosellen Lambert	US	Transformation Manager			30/08/2023	2

## Section one – information about the service and service change

<b>Service affected</b>	Centrally administered grant funding – one-off competitive funding
<b>Please provide a short description of the service / policy/project/project phase</b>	Currently the County Council provides grant funding to a range of community and not-for-profit organisations through a number of centrally administered schemes. These schemes operate a bidding process, whereby organisations can apply to the County Council throughout the year for grant funding for one-off projects, providing the organisation and the project meet the relevant eligibility criteria. Successful applications will generally be able to demonstrate the sustainability of the project beyond the grant period and applicants should also have secured funding from other sources where possible.

**Please explain the new/changed service/policy/project**

Changes to centrally administered grant funding may include removing funds no longer required, removing or reducing the number or value of these awards, or providing funding or support in a different way.

This may mean organisations would need to develop their business models to access alternative forms of funding and investment from other sources. This may include greater reliance on funding from national bodies, increasing the generation of income locally through voluntary donations or charging for a service contribution. If sufficient alternative funding cannot be identified, this may result in a reduction in community and cultural service provision.

## **Engagement and consultation**

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

No

**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

These competitive schemes provide one-off funding and are only available for projects that have not yet commenced. Therefore, the identity of future applicants is unknown.

Published guidance and scheme criteria include a need to reduce reliance on County Council funding and improve financial sustainability in organisations in receipt of grant funding.

## **Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment** [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative Medium	Negative - High	Affects staff, public or both?
Age			✓			public
Disability			✓			public
Gender reassignment		✓				public
Pregnancy and maternity			✓			public
Race			✓			public
Religion or belief			✓			public
Sex			✓			public

<b>Sexual orientation</b>		✓				public
<b>Marriage &amp; civil partnership</b>		✓				public
<b>Poverty</b>			✓			public
<b>Rurality</b>			✓			public

## Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	

Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

### **Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having neutral or low negative impact</b>
Age	<p>The population forecast for Hampshire estimates that the ageing of Hampshire's population is set to continue across the county with the Small Area Population Forecasts suggesting that by 2025 almost 23.3% of Hampshire's population will be aged 65 or older, 12.3% aged 75 or older and 3.8% aged 85 or older. This may indicate a potential increase in the demand for community organisations to offer activities for older people. Reduced funding may lead to reduced ability of organisations to implement capital improvements such as building extensions and new community facilities for children, families and/or older people.</p> <p>Reduced funding opportunities may lead to a delay in culture and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially</p>

	<p>preventing the creation of new opportunities through funded pilots or improved facilities for children, families and/or older people.</p> <p>Local organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Disability	<p>Census 2021 data shows that 10% of Hampshire residents are classified as disabled under the Equality Act 2010 and consider their day-to-day activities to be impacted a little by their disability, while nearly 6% feel their day-to-day activities are impacted a lot. Both these figures are in line with the average for England, suggesting that while there are a significant number of people with the protected characteristic, a need for targeted activities or facilitated access to cultural and community activities are not disproportionate.</p> <p>Reduced funding opportunities may lead to a delay in culture and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improved facilities to support activities for disabled people.</p> <p>Local organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Gender Reassignment	<p>Applications are not generally received for projects or activities targeted to this characteristic. Therefore, the impact has been assessed as neutral.</p>
Pregnancy and maternity	<p>The Joint Strategic Needs Assessment for Hampshire and the Isle of Wight shows a trend of declining numbers of pregnancies occurring annually in Hampshire over the decade from 2010 to 2020. While this suggests a gradually reducing demand for targeted opportunities, this may lead to fewer community-based opportunities being financially sustainable without support,</p>

	<p>leading to consolidation in fewer locations negatively impacting on accessibility. Cultural and community activities, either free to access or subsidised for parents with small children, can provide valuable opportunities for early years development and support for new parents and young families.</p> <p>Reduced funding opportunities may lead to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improved facilities to support activities for this characteristic, such as parenting support groups, parent and toddler groups or changing facilities.</p> <p>Local organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Race	<p>A small number of competitively awarded grants tend to be to support projects which aim to promote community cohesion and integration, or to celebrate or raise awareness of other cultures. Reduced funding opportunities may lead to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially reducing the number of such projects delivered in Hampshire.</p> <p>Local organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Religion or belief	<p>A small number of competitively awarded grants tend to be to support projects which aim to promote community cohesion and integration, or to raise awareness of other faiths and cultures. Reduced funding opportunities may lead to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase</p>



	<p>revenue are identified and secured. In some cases, no alternative funding may be available, potentially reducing the number of such projects delivered in Hampshire.</p> <p>Local organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Sex	<p>Traditionally a high proportion of participants in cultural and community projects are women. Reduced funding may lead to the reduction or withdrawal of some activities, disproportionately impacting women, or to the delay or reduction in any targeted activities to encourage more men to engage with cultural and community programmes.</p> <p>Reduced funding opportunities may lead to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improved facilities to support activities.</p> <p>Local organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Sexual orientation	<p>Applications are not generally received for projects or activities targeted to this characteristic. Therefore, the impact has been assessed as neutral.</p>
Marriage and Civil Partnership	<p>Applications are not generally received for projects or activities targeted to this characteristic. Therefore, the impact has been assessed as neutral.</p>
Poverty	<p>Many funded projects are to provide free or subsidised access to cultural or community activities to those from lower income backgrounds or for whom payment is a barrier to participation. Reduced funding opportunities may lead to a delay in such projects under</p>

	<p>development while alternative funding sources are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improved facilities to support activities for those from lower income backgrounds to participate in cultural or community activity.</p> <p>Community organisations in areas with high levels of unemployment or people on low incomes may be less likely to have access to alternative sources of local fundraising such as Parish Council precepts, local sponsorship or fundraising efforts by members of the community. They are, however, more likely to be classified as priority areas for support by other funding bodies.</p> <p>These organisations will still be able to seek alternative funding either through their local County Councillor Grant scheme or other grant streams, or the generation of income through other activity and customer bases to subsidise targeted delivery for this characteristic.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Rurality	<p>The Rural Community Fund is open only to rural communities and a significant proportion of applications to the Leader's Community Fund are also received from rural community groups seeking to improve rural community infrastructure (village halls, etc) and opportunities. Reduced funding opportunities may lead to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improved facilities in rural areas.</p> <p>Rural organisations will still be able to seek alternative funding either through their local County Councillor Grant scheme or other grant streams, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.

- Consider undertaking consultation/re-consulting<sup>1</sup>.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

### **Box 1**

Please set out any additional information which you think is relevant to this impact assessment:

Relevant schemes and grant funds:

[Leaders Community Grants | Hampshire County Council \(hants.gov.uk\)](https://www.hants.gov.uk/leaders-community-grants)

[Rural Communities Fund | Hampshire County Council \(hants.gov.uk\)](https://www.hants.gov.uk/rural-communities-fund)

[Parish and Town Council Investment Fund | Hampshire County Council \(hants.gov.uk\)](https://www.hants.gov.uk/parish-and-town-council-investment-fund)

### **Box 2**

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

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# Hampshire 2050 Directorate

<b>Name of SP25 proposal:</b>	<b>SP25 Proposal Reference:</b>
Grants (Centrally Administered Revenue)	<b>H2050-4</b>

## EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Emma Noyce	H2050	Assistant Director	emma.noyce@hants.gov.uk		30/08/2023	2
2	EIA authoriser	Gary Westbrook	H2050	Director	gary.westbrook@hants.gov.uk		30/08/2023	2
3	EIA Coordinator	Rosellen Lambert	US	Transformation Manager	rosellen.lambert@hants.gov.uk		30/08/2023	2

## Section one – information about the service and service change

<b>Service affected</b>	Centrally administered grant funding – a number of culture and community organisations receiving revenue funding.
<b>Please provide a short description of the service / policy/project/project phase</b>	<p>The County Council provides centrally administered recurring grant funding to a number of cultural and community organisations and charitable trusts, enabling a range of outcomes to residents and communities across Hampshire.</p> <p>The funding is generally provided through an annually reviewed and awarded revenue grant, sometimes defined through an informal partnership agreement between Hampshire County Council and the partner organisation, to deliver an agreed service or range of services.</p> <p>This proposal will include a review of funding to The Spring, Havant, the Hampshire Association of Local Councils and other culture and community organisations as may be identified through the project.</p>

**Please explain the new/changed service/policy/project**

Changes to centrally administered grant funding may include removing funds no longer required, removing or reducing the number or value of these awards, or providing funding or support in a different way.

This may mean organisations would need to develop their business models to access alternative forms of funding and investment from other sources. This may include greater reliance on funding from national bodies, increasing the generation of income locally through voluntary donations or charging for a service contribution. If sufficient alternative funding cannot be identified, this may result in a reduction in community and cultural service provision.

## **Engagement and consultation**

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

Yes

**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

In some cases, engagement with the key affected organisations has taken place. Discussions, guidance and support over time have emphasised a need to reduce reliance on Council funding and improve financial sustainability in all organisations in receipt of grant funding. Confirmation of the latest annual awards to many of these organisations has included notification that they would be the last grants awarded by the Council for the delivery of these services.

## **Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment** [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age			✓			public
Disability			✓			public
Gender reassignment		✓				public
Pregnancy and maternity			✓			public
Race		✓				public
Religion or belief		✓				public
Sex			✓			public
Sexual orientation		✓				public

<b>Marriage &amp; civil partnership</b>		✓				public
<b>Poverty</b>			✓			public
<b>Rurality</b>			✓			public

### Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	



Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

### **Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having neutral or low negative impact</b>
Age	<p>The population forecast for Hampshire estimates that the ageing of Hampshire's population is set to continue across the county with the Small Area Population Forecasts suggesting that by 2025 almost 23.3% of Hampshire's population will be aged 65 or older, 12.3% aged 75 or older and 3.8% aged 85 or older. This may indicate a potential increase in the demand for cultural or community organisations to offer activities for older people.</p> <p>Reduced funding may lead to reduced ability of organisations to implement capital improvements such as building extensions and new community facilities for children, families and/or older people.</p> <p>Reduced funding may lead to the reduction or withdrawal of some targeted activities for a variety of age groups, or to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured.</p>

	<p>Organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, other funders, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Disability	<p>Census 2021 data shows that 10% of Hampshire residents are classified as disabled under the Equality Act 2010 and consider their day-to-day activities to be impacted a little by their disability, while nearly 6% feel their day-to-day activities are impacted a lot. Both these figures are in line with the average for England, suggesting that while there are a significant number of people with the protected characteristic, a need for targeted activities or facilitated access to cultural and community activities are not disproportionate.</p> <p>Reduced funding opportunities may lead to a reduction or withdrawal of some targeted activities for disabled people or to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improvements to facilities to support activities for disabled people.</p> <p>Organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, other funders, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Gender Reassignment	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Pregnancy and maternity	<p>The Joint Strategic Needs Assessment for Hampshire and the Isle of Wight shows a trend of declining numbers of pregnancies occurring annually in Hampshire over the decade from 2010 to 2020. While this suggests a gradually reducing need for targeted opportunities, this may lead to fewer local or community-based opportunities being financially sustainable without support, leading to consolidation in fewer locations negatively impacting on accessibility. Cultural and community venues and activities, either free to access or subsidised for parents</p>

	<p>with small children, can provide valuable opportunities for early years development and support for new parents and young families.</p> <p>Reduced funding opportunities may lead to a reduction or withdrawal of some targeted activities for people with this protected characteristic, or to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improved facilities to support activities for this characteristic, such as parenting support groups, or parent and toddler groups.</p> <p>Organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, other funders, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Race	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Religion or belief	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Sex	<p>Traditionally, a high proportion of visitors to cultural and community venues are women with young children. Reduced funding may lead to the reduction or withdrawal of some activities, disproportionately impacting women, to the delay or reduction in any targeted activities to encourage more men to engage with cultural and community programmes, or to the closure of a small number of venues.</p> <p>Reduced funding opportunities may lead to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improved facilities to support activities for this characteristic.</p>

	<p>Organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, other funders, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Sexual orientation	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Marriage and Civil Partnership	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Poverty	<p>If funding is withdrawn or reduced, this may disproportionately affect free to access services or venues, with paid to access services or venues generating sufficient income to continue operating. This may limit the opportunity for those from lower income backgrounds to participate in cultural or community activity.</p> <p>The Spring delivers services in Havant, the district with the most lower super output areas (LSOA) in Hampshire that fall within the 10% most multiple deprived areas in England.</p> <p>Community organisations in areas with high levels of unemployment or people on low incomes may be less likely to have access to alternative sources of local fundraising such as Parish Council precepts, local sponsorship or fundraising efforts by members of the community. However, they are more likely to be classified as priority areas for support by other funding bodies.</p> <p>Organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, other funders, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Rurality	<p>Rural areas may already have more limited access to cultural and community infrastructure than urban areas. Reduced funding may lead to the consolidation of delivery of services in a smaller number of locales, leading to the closure of a small number of venues which may be</p>

	<p>more likely to be in rural locations, reducing accessibility to community and cultural infrastructure and opportunities.</p> <p>Reduced funding opportunities may also lead to a delay in cultural and community projects under development while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially preventing the creation of new opportunities through funded pilots or improved facilities in rural areas.</p> <p>Organisations will still have the opportunity to apply for grant support to pump-prime activities through their local County Councillor Grant fund or other grant streams, other funders, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
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For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete table 4:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting<sup>2</sup>.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1**

Please set out any additional information which you think is relevant to this impact assessment:

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Annually funded organisations which may be specifically affected by any changes to grant funding:

[The Spring Arts & Heritage Centre | Havant, Hampshire](#)  
[Home | HALC \(hampshirealc.org.uk\)](#)

## Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

# Hampshire 2050 Directorate

<b>Name of SP25 proposal:</b>	<b>SP25 Proposal Reference:</b>
Grants (Management Funding Agreements)	<b>H2050-5</b>

## EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Emma Noyce	H2050	Assistant Director	Emma.noyce@hants.gov.uk		30/08/2023	2
2	EIA authoriser	Gary Westbrook	H2050	Director	Gary.westbrook@hants.gov.uk		30/08/2023	2
3	EIA Coordinator	Rosellen Lambert	US	Transformation Manager	Rosellen.lambert@hants.gov.uk		30/08/2023	2

## Section one – information about the service and service change

<b>Service affected</b>	Centrally administered grant funding – Hampshire Cultural Trust and Energise Me
<b>Please provide a short description of the service / policy/project/project phase</b>	<p>The County Council has a Management Funding Agreement with two organisations which deliver services previously administered by the County Council: Hampshire Cultural Trust (“the Trust”) and Energise Me.</p> <p><u>The Agreement with Hampshire Cultural Trust provides</u> funding for the purposes of i) managing the County Council’s arts and museum collections and the management and operation of a number of cultural venues and properties on behalf of the County Council and ii) the provision of arts and museum outreach activities for the benefit of the public.</p> <p>Winchester City Council also has a similar relationship with the Trust and provides funding for elements of its portfolio. The Trust is also an Arts Council England National</p>



	<p>Portfolio Organisation and receives funding from this source to support elements of its programme.</p> <p>Overall, the Trust occupies 21 properties comprising museums, art galleries, art centres and unique, historical attractions, 17 of which are leased from the County Council. One venue is outside the Hampshire borders. It also manages the County Council's and Winchester City Council's accredited collections from its base in Chilcomb House.</p> <p>The Trust welcomes almost 635,000 visits to its venues annually. In the last five years it has delivered 27 targeted social impact programmes, working with 6,200 participants and more than 90 partners. It is supported by more than 400 volunteers.</p> <p><u>The Agreement with Energise Me</u> provides funding for core costs and additional contributions to various schemes. In return for funding from the County Council, Energise Me runs the Hampshire County Council Talented Athlete Scheme and Hampshire County Council Coaching Bursary scheme.</p> <p>The Period 2 of Management Funding agreement with Energise Me expires on 31 March 2024. After this Hampshire County Council has no obligation to provide further funding. In July 2022 an Executive Member decision confirmed that funding would be awarded for the financial years 2022/23 and 2023/24 and that this would be the final award to Energise Me.</p> <p>Energise Me is a charity that champions physical activity for all in Hampshire and the Isle of Wight. The majority of Energise Me's funding is derived from Sport England.</p>
<p><b>Please explain the new/changed service/policy/project</b></p>	<p>Changes through funding provided in accordance with Management Funding agreements may include reducing funding or ending funding where the term of the agreement has completed.</p> <p>The organisations would need to develop their business models to access alternative forms of funding and investment from other sources, increasing the generation of income and identifying operational efficiencies. If sufficient alternative funding cannot be identified, this may result in a reduction in community and cultural service provision.</p>

## Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

### Has any pre-consultation engagement been carried out?

Yes

### Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Engagement with the Trust has taken place and a collaborative project between the County Council and the Trust is underway to explore and develop more financially sustainable business models and portfolio, to strengthen the longer-term financial viability and independence of the Trust. Further work and exploration may lead to changes on a venue-by-venue basis that require revised Equality Impact Assessments.

Detailed conversations were held with Energise Me in 2022 which led to the decision to provide a final award of funding for the period 2022/23 and 2023/24.

## Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment** [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age			✓			public
Disability			✓			public
Gender reassignment		✓				public
Pregnancy and maternity			✓			public
Race		✓				public
Religion or belief		✓				public
Sex			✓			public
Sexual orientation		✓				public
Marriage & civil partnership		✓				public
Poverty			✓			public
Rurality			✓			public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	✓
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age	<p>Traditionally, cultural venues and activities may be accessed more by families with young children, students and older people.</p> <p>The population forecast for Hampshire estimates that the ageing of Hampshire's population is set to continue across the county with the Small Area Population Forecasts suggesting that by 2025 almost 23.3% of Hampshire's population will be aged 65 or older, 12.3% aged 75 or older and 3.8% aged 85 or older. This may indicate a potential increase in the demand for cultural activities for older people.</p> <p>Reduction in levels of funding may lead to a delay in projects under development, including general access activities and those targeted to specific age groups, while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially meaning the withdrawal of activities or the closure of a small number of venues. As well as impacting visitors, this may impact on staff and/or volunteers if their roles cannot be relocated to other venues.</p> <p>The Talented Athlete Scheme specifically supports young people in sport. If funding is reduced or removed, then fewer young people may be supported, or young people may be supported to a lesser extent.</p> <p>Both organisations will still have the opportunity to apply for grant support to pump-prime activities and other grant streams, including national funding bodies, for the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Disability	<p>The Trust welcomes almost 635,000 visits to its venues annually, but the County Council does not have these visit figures disaggregated by protected characteristic. The County Council also</p>

	<p>does not have target programme participants, staff numbers or volunteer numbers disaggregated by programme participants.</p> <p>Census 2021 data shows that 10% of Hampshire residents are classified as disabled under the Equality Act 2010 and consider their day-to-day activities to be impacted a little by their disability, while nearly 6% feel their day-to-day activities are impacted a lot. Both these figures are in line with the average for England, suggesting that while there are a significant number of people with this protected characteristic, a need for targeted activities or facilitated access to cultural and community activities are not disproportionate.</p> <p>Reduction in levels of funding may lead to a delay in projects under development, including general access activities and those targeted to those with this protected characteristic, while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially meaning the reduction or withdrawal of some targeted activities for disabled people, delays in any planned projects to improve accessibility of venues, or the closure of a small number of venues, which may impact on the ability of disabled people to travel to their nearest cultural venue operated by the Trust. As well as impacting visitors, this may impact on staff and/or volunteers if their roles cannot be relocated to other venues.</p> <p>The Trust will still have the opportunity to apply for grant support to pump-prime activities through the local County Councillor Grant fund opportunities relevant to each venue, other grant streams, including national funding bodies, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Gender Reassignment	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Pregnancy and maternity	<p>The Trust welcomes almost 635,000 visits to its venues annually, but the County Council does not have these visit figures disaggregated by protected characteristic.</p> <p>The County Council also does not have target programme participants, staff numbers or volunteer numbers disaggregated by programme participants. Cultural venues and activities,</p>

	<p>either free to access or subsidised for parents with small children and can provide valuable opportunities for early years development and support for new parents and young families.</p> <p>Reduction in levels of funding may lead to a delay in projects under development, including general access activities and those targeted to those with this protected characteristic, while alternative funding sources or opportunities to increase revenue are identified and secured. In some cases, no alternative funding may be available, potentially meaning the reduction or withdrawal of some targeted activities. It may also lead to the closure of a small number of venues, which may impact on the ability of people with this protected characteristic to travel to their nearest cultural venue operated by the Trust. As well as impacting visitors, this may impact on staff and/or volunteers if their roles cannot be relocated to other venues.</p> <p>The Trust will still have the opportunity to apply for grant support to pump-prime activities through the local County Councillor Grant fund opportunities relevant to each venue, other grant streams, including national funding bodies, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Race	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Religion or belief	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Sex	<p>The Trust welcomes almost 635,000 visits to its venues annually, but the County Council does not have these visit figures disaggregated by protected characteristic. The County Council also does not have target programme participants, staff numbers or volunteer numbers disaggregated by programme participants.</p> <p>Traditionally, a high proportion of visits to cultural venues are women. Reduced funding may lead to the reduction or withdrawal of some activities, disproportionately impacting women, to the delay or reduction in any targeted activities to encourage more men to engage with cultural programmes, or to the closure of a small number of venues. As well as impacting visitors, this may impact on staff and/or volunteers if their roles cannot be relocated to other venues.</p>

	<p>Both the Talented Athlete Scheme and the support for coaching, volunteering and officials provided by Energise Me seek to increase equality in representation from young women. Reduced funding may affect the ability of this scheme to reach as many young women in sport, or to provide the same level of support. Non-grant support to individuals is also provided through the Talented Athlete Scheme, for example through free access to local training facilities.</p> <p>Both organisations will still have the opportunity to apply for grant support to pump-prime activities and other grant streams, including national funding bodies, for the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Sexual orientation	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Marriage and Civil Partnership	<p>The proposal has not been assessed as having a positive or negative impact on this characteristic. The assessment is therefore neutral.</p>
Poverty	<p>The Trust welcomes almost 635,000 visits to its venues annually, but the County Council does not have these visit figures disaggregated by this characteristic. The County Council also does not have target programme participants, staff numbers or volunteer numbers disaggregated by programme participants.</p> <p>A small number of venues operated by the Trust are located in districts of Hampshire with three or more lower super output areas (LSOA) that fall within the 20% most multiple deprived areas in England. Collectively, these venues contribute around 80,000 to this total visit number. Venues in districts encompassing any of the 10% most multiple deprived LSOAs contribute around 30,000 visits.</p> <p>If sufficient alternative funding is not identified, reductions in funding may disproportionately affect low cost or free to access activities or venues, with venues able to attract higher ticket-paying visits more likely to generate sufficient income to be financially self-sustaining. This may limit the opportunity for those from lower income backgrounds to participate in cultural activity if local venues reduce their offer or close and the cost of travelling to other venues is</p>



	<p>too high. As well as impacting visitors, this may impact on staff and/or volunteers if their roles cannot be relocated to other venues.</p> <p>Venues in less affluent districts may be less able to attract local sponsorship or to benefit from local fundraising, but more able to attract alternative funds from national funding bodies, as these areas are more likely to be classified as being in priority areas for support by other funding bodies. For example, as an Arts Council England National Portfolio Organisation, the Trust currently receives funding from this body to deliver services in Gosport and Rushmoor.</p> <p>The Talented Athlete Scheme provides equitable routes into sport by providing funding – a reduction in funding may disproportionately affect young people from lower income backgrounds. Non-grant support to individuals is also provided through the Talented Athlete Scheme, for example through free access to local training facilities.</p> <p>Both organisations will still have the opportunity to apply for grant support to pump-prime activities and other grant streams, including national funding bodies, for the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
Rurality	<p>The Trust welcomes almost 635,000 visits to its venues annually, but the County Council does not have these visit figures disaggregated by this characteristic. The County Council also does not have target programme participants, staff numbers or volunteer numbers disaggregated by programme participants.</p> <p>A small number of venues operated by the Trust are located in rural areas of Hampshire and collectively these venues contribute around 24,000 to this total visit number.</p> <p>Venues in less densely populated rural areas may be less likely to attract sufficient ticket-paying visits to be financially self-sustaining, but more able to attract alternative funds from national funding bodies, as these areas are more likely to be classified as being in priority areas for support by other funding bodies. For example, as an Arts Council England National Portfolio Organisation, the Trust currently receives funding from this body to deliver services in the New Forest.</p>

	<p>If sufficient alternative funding is not identified, reductions in funding may disproportionately affect rural venues, with venues able to attract higher levels of visits more likely to generate sufficient income to be financially self-sustaining. This may limit the opportunity for those from rural areas to participate in cultural activity if local venues reduce their offer or close. Rural communities are also more likely to experience reduced transport infrastructure, reducing the ability to travel to less-local alternative venues operated by the Trust. As well as impacting visitors, this may impact on staff and/or volunteers if their roles cannot be relocated to other venues.</p> <p>The Trust will still have the opportunity to apply for grant support to pump-prime activities through the local County Councillor Grant fund opportunities relevant to each venue, other grant streams, including national funding bodies, or the generation of income.</p> <p>Overall, the impact on this characteristic has been assessed as negative-low.</p>
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting<sup>3</sup>.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1**

Please set out any additional information which you think is relevant to this impact assessment:

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[Visit | Hampshire Cultural Trust \(hampshireculture.org.uk\)](http://hampshireculture.org.uk)

[Hampshire Talented Athlete Scheme - Energise Me](#)

## **Box 2**

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

# Hampshire 2050

<b>Name of SP25 proposal:</b>	<b>SP25 Proposal Reference:</b>
<b>H2050 Organisational Re-Design</b>	<b>H2050-2</b>

## EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Emma Noyce	H2050	Assistant Director	Emma.noyce@hants.gov.uk		07.07.2023	1
2	EIA authoriser	Gary Westbrook	H2050	Director	Gary.westbrook@hants.gov.uk		07.07.2023	
3	EIA Coordinator	Patrick Poyntz-Wright	Universal Services	Capital and Democratic Services Manager	patrick.poyntz-wright@hants.gov.uk		07.07.2023	

## Section one – information about the service and service change

<b>Service affected</b>	Hampshire 2050 – Economy and Skills and Culture, Community and Key Programmes teams
<b>Please provide a short description of the service / policy/project/project phase</b>	<p>Hampshire 2050 as a Directorate was formed in January 2023. The purpose of this Directorate is to drive forward the Hampshire 2050 Vision and the Serving Hampshire Strategic Plan outcomes through an integrated strategic approach, co-ordinating efforts within and beyond the County Council to deliver greater impact for our people and community.</p> <p>The Directorate consists of three branch areas:</p> <ul style="list-style-type: none"> <li>- Land and Assets</li> <li>- Skills, Economy and Spatial Planning</li> </ul>

	<ul style="list-style-type: none"><li>- Culture, Community and Strategic Programmes</li></ul> <p>The roles, responsibility and remit of the Director and Assistant Directors were reviewed as part of the first phase of organisational redesign in late 2022 and these positions have now been confirmed. However, the service areas sitting under each Assistant Director have not yet been reviewed in light of the organisational restructure and future requirements of the H2050 Directorate.</p> <p>The Directorate currently consists of 159 staff (149 FTE) as at 30 June 2023</p>
<b>Please explain the new/changed service/policy/project</b>	<p>The purpose of this project is to review the functions and structure of the Directorate to ensure it is best able to deliver the objectives described above, in line with the County Council's overall vision.</p> <p>This review has not yet commenced, so it is not yet possible to describe how the functional areas might be structured or operate differently in the future. Through the course of the project, options will be developed which may include:</p> <ul style="list-style-type: none"><li>- Some functions ending or reducing in scope</li><li>- Some functions increasing in priority or emphasis</li><li>- Different groupings of services within the overall directorate structure</li><li>- Different operating models and ways of working</li><li>- Embedding of current functions and responsibilities elsewhere in the Directorate or wider organisation</li></ul> <p>The priority areas for review include:</p> <ul style="list-style-type: none"><li>- Economic Development &amp; Skills</li><li>- Spatial Planning</li><li>- Strategic Transport</li><li>- Climate change</li></ul> <p>Staff:</p>

Until the organisational redesign is more fully scoped and developed, it is not possible to specify detailed staff impacts, so this EIA will be regularly reviewed and updated as the project progresses. However, potential impacts may include:

- A reduction in overall staffing (potentially up to c 32 FTE)
- Changes in role profiles, roles and responsibilities
- Staff working within a different structure or reporting to different managers
- Additional responsibilities within scope of current role profile

Public:

Given the strategic place-making function of the Directorate, it is difficult to draw a direct link between short term organisational changes and any long-term impact to the public. The intention of the review is that any long-term impacts will be adequately mitigated through a greater focus and targeting of work, leading to an improved relationship between the County Council's strategic place-making role and its day-to-day operational delivery and, ultimately, better outcomes for people.

However, there is potential for the County Council to end its involvement in some areas of work which may have some long-term impacts. For example, losing the whole economic development function could impact upon Hampshire's economic recovery and weaken capability to negotiate any devolution settlement (e.g., County Deal). It would ultimately translate into lost investment, skills, and jobs.

As the organisational review is at such an early stage, and the intention of the review is to ensure that the future organisational structure will improve outcomes for Hampshire as a place and its residents, all public impacts have been judged as neutral. This will be revised and updated throughout the project as greater clarity is developed about the scope and impacts of the review.

## Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

### Has any pre-consultation engagement been carried out?

The Hampshire 2050 Vision and Serving Hampshire Strategic Plan set out the strategic direction of travel, which will inform the organisational redesign.

### Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

Staff affected will be consulted in accordance with our statutory obligations and the County Council's employment policy requirements.

## **Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment** [add ✓ to relevant boxes)



Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Y
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age	<p>Staff: The age profile of the directorate is as follows: 20-29 18% 30-39 19% 40-49 28% 50-59 26% 60-69 8% 70+ 1%</p> <p>Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on any particular age group.</p> <p>Public: All public impacts have been assessed as neutral as the scope of the project has yet to be defined, so it is not yet possible to say what the direct impacts to the public will be. Whilst some areas of work may be scaled down or ended, the intended outcome of the review is that the County Council is better able to meet the needs of its' residents through increased strategic capability and place-shaping. The intention is, therefore, that the long term impacts are neutral or positive in all cases.</p>
Disability	<p>Staff: 9% of staff in the Directorate have identified that they have a disability. This is slightly higher than the overall County Council workforce figure of 4.5%. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on staff with a disability.</p> <p>Public: Impacts as per those recorded above.</p>
Gender reassignment	<p>This data is not available for the H2050 Directorate. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on gender reassignment.</p> <p>Public: Impacts as per those recorded above.</p>

Pregnancy and maternity	This data is not available for the H2050 Directorate. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on pregnancy or maternity. Relevant policies will be followed for any staff affected. Public: Impacts as per those recorded above.
Race	This data is not yet available for the H2050 Directorate. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on gender reassignment. Public: Impacts as per those recorded above.
Religion or belief	This data is not yet available for the H2050 Directorate. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on religion or belief. Public: Impacts as per those recorded above.
Sex	52% of staff identify as female, 48% as male. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on sex. Public: Impacts as per those recorded above.
Sexual orientation	This data is not yet available for the H2050 Directorate. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on sexual orientation. Public: Impacts as per those recorded above.
Marriage & civil partnership	This data is not available for the H2050 Directorate. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on marriage and civil partnership. Public: Impacts as per those recorded above.
Poverty	As the review is not yet scoped, it is not yet possible to identify which grades will be impacted so this element of the assessment will be reviewed as the project progresses. Overall H2050 has a relatively small number of FTEs on lower grades (D and below). Public: Impacts as per those recorded above.
Rurality	This data is not available for the H2050 Directorate. Whilst the redesign is not yet scoped, there is no reason that it should have disproportionate impacts on rurality. Public: Impacts as per those recorded above.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions
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If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting<sup>4</sup>.

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- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

### **Box 1**

Please set out any additional information which you think is relevant to this impact assessment:

A full impact assessment cannot be completed until more detailed options and proposals have been developed and the impact on specific groups of staff and service users can be determined. At this stage potential impacts have been identified at a Directorate level using data available in relation to all staff and breadth of service users. The impact assessment will therefore be reviewed on a regular basis as the programme of work progresses.

Due to the relatively small numbers of staff in each branch of the directorate, some members of staff may choose not to disclose protected characteristics within workforce data. This means that there is a small chance that there may be more staff with protected characteristics than figures indicate.

### **Box 2**

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

# Hampshire 2050

<b>Name of SP25 proposal:</b>	<b>SP25 Proposal Reference:</b>
Office Accommodation	H2050-3

## EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Rebecca Thompson	H2050	Strategic Manager	Rebecca.thompson@hants.gov.uk		08/08/2023	2
2	EIA authoriser	Gary Westbrook	H2050	Director of Hampshire 2050	gary.westbrook@hants.gov.uk		17/08/2023	2
3	EIA Coordinator	Rosellen Lambert	Universal Services	Transformation Manager	rosellen.lambert@hants.gov.uk		08/08/2023	2

## Section one – information about the service and service change

<b>Service affected</b>	<ul style="list-style-type: none"> <li>• All County Council staff and services currently accommodated within the County Council offices, district council offices and other buildings within scope of the review.</li> <li>• FM teams providing operational building management.</li> <li>• Employees of partner organisations and tenants.</li> <li>• Members, volunteers, and workers including agency staff, contractors and suppliers of service.</li> <li>• Service users, visitors and general members of the public making enquiries.</li> </ul>
<b>Please provide a short description of the service / policy/project/project phase</b>	Hampshire County Council provides circa 5,000 workstations and work accommodation across its estate for staff who are predominantly office based. Following the Covid pandemic and introduction of new ways of working the County Council requires considerably less office space and therefore is seeking to rationalise its requirement and

	dispose of surplus accommodation to improve organisational efficiency and make cost savings.
<b>Please explain the new/changed service/policy/project</b>	A review and rationalisation of the County Council's office portfolio and associated corporate buildings is taking place to achieve increased utilisation of retained buildings and reduce ongoing revenue costs. This will result in some staff and services being relocated to alternative retained properties and may include co-location of services.

## Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

### Has any pre-consultation engagement been carried out?

Yes

### Describe the consultation or engagement you have performed or are intending to perform.

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

- Engagement has been undertaken with Corporate Management Team (CMT), the Leader and Cabinet to establish the scope of the programmes.
- There is ongoing engagement with CMT, Directorate Management Teams (DMTs), Directorate Transformation Leads (DTLs) and Heads of Service to establish future accommodation needs and develop proposals which will identify surplus any retained accommodation. The strategy is also informed by the Corporate Staff survey.
- There will continue to be engagement with CMT, DMTs, DTLs and Heads of Service to consider options and proposals for the relocation of staff and services to alternative retained buildings.
- There will be further consultation with Assistant Directors and Heads of Service regarding potential impacts at a service level for both staff and service users.
- Where partners are also located in our buildings, engagement will also take place with them.



- There will be engagement with Staff Networks around potential impacts on specific groups.
- Services will undertake formal consultation with their staff regarding any proposed contractual change of work base in conjunction with Human Resources and in accordance with HCC employment policies.
- Services will lead any formal consultation with their service users regarding any proposed change to delivery location.
- The Leader and Cabinet will receive regular briefings.

## **Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in protected characteristics groups or those who may be impacted by poverty or rurality. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment** [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both

<b>Race</b>		✓				Both
<b>Religion or belief</b>		✓				Both
<b>Sex</b>		✓				Both
<b>Sexual orientation</b>		✓				Both
<b>Marriage &amp; civil partnership</b>		✓				Both
<b>Poverty</b>		✓				Both
<b>Rurality</b>		✓				Both

### Table 2 Geographical impact

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	Yes
Basingstoke and Deane	Yes
East Hampshire	Yes
Eastleigh	Yes

Fareham	Yes
Gosport	Yes
Hart	Yes
Havant	Yes
New Forest	Yes
Rushmoor	Yes
Test Valley	Yes
Winchester	Yes

### **Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having neutral or low negative impact</b>
Age	<p>Organisation age profile: The County Council workforce has an even distribution of age groups above 25, across all Directorates.</p> <p>Service user age profile: service users span all age groups from young children to older adults.</p> <p>Evidence is clear that the prevalence of disability increases with age. Disability, measured as Limitations on Activities of Daily Living (LADL), affects 40% of older people aged 60, and 75% of those aged 80 and above. The disability is severe for 20% of older people aged 60 and 50% of those aged</p>

	<p>80 and above. Source Age UK: <a href="https://www.ageuk.org.uk/wp-content/uploads/2016/05/rb_may16_cpa_rapid_review_diversity_in-older_age_disability.pdf">rb_may16_cpa_rapid_review_diversity_in-older_age_disability.pdf (ageuk.org.uk)</a>. This is considered as part of the analysis of impact for disabled employees and service users.</p> <p>Co-location of services into shared buildings may improve accessibility for those users of multiple services.</p> <p>In balance, therefore, the impact on this characteristic has been assessed as neutral.</p>
Disability	<p>5.4% of employees record themselves as having a physical or mental health conditions or illness lasting or expected to last for 12-months or more.</p> <p>Government Report (Office for National Statistics, October – December 2020) noted that 20% of working age adults report to have a disability.</p> <p>Any relocation of staff may have implications for those who are disabled. For example, staff with a physical disability may require wheelchair access, or need to be based on the ground floor of a building if it doesn't have a lift. The needs of those with any nonphysical disability will also be considered, for example, some mental health conditions may be exacerbated by a more intense use of office space, hence the provision of break out spaces and smaller spaces for quiet working will remain important. Where staff with a disability may be unduly impacted by a change to their office accommodation, this will be managed and mitigated through the existing legal framework and corporate policy relating to the employer making reasonable adjustments in the workplace to meet the needs of disabled staff.</p> <p>Where service users require access to buildings, the suitability of accommodation in respect of service users with a disability will be considered as part of the options assessment and proposed outcome to ensure that services remain accessible and with suitable facilities. Co-location of services into shared buildings may improve accessibility for those users of multiple services.</p> <p>In balance, therefore, the impact on this characteristic has been assessed as neutral.</p>
Gender reassignment	<p>There is limited data available to determine the proportion of staff (only 4.2% of staff have provided information on gender identity) or services users potentially impacted. Impacts will be considered through any information gathered through appropriate consultation with County Council staff networks and service users. Availability of facilities such as gender-neutral toilets will be considered in determining future accommodation provision.</p> <p>Overall, the impact on this characteristic has been assessed as neutral.</p>

Pregnancy and maternity	<p>358 staff were identified as starting or being on maternity leave in the year to 31 March 2023, with 60 starting or being on paternity leave, 9 shared parental leave and 4 adoption leave. Relocation of staff may have implications for those staff that are pregnant, for example access to workspace if a building does not have a lift or impacts on transport arrangements. Staff returning from maternity or parental leave may also have experienced lower incomes and therefore be more impacted in changes to travel costs.</p> <p>Changes in the location of services, where these services have a higher proportion of service users who are pregnant or parents and families may also be disproportionately impacted. Accessibility of services to these cohorts will be considered as proposals are developed and potential changes to services accommodation can be identified. Co-location of services into shared buildings may improve accessibility for those users of multiple services.</p> <p>In balance, therefore, the impact on this characteristic has been assessed as neutral.</p>
Race	<p>91% of our staff classify themselves as white and 9.4% classify themselves as from an ethnic minority. There is a greater representation of ethnic minority staff in grades A-C. Therefore, any changes to work base which could result in increased travel costs may have a negative impact. Conversely concentrating services in locations such as town centres which have the greatest access to public transport is likely to benefit lower waged staff.</p> <p>Overall, the impact on this characteristic has been assessed as neutral.</p>
Religion or belief	<p>62% of employees declare their religion or belief and Census 2021 figures show 46% of Hampshire residents are Christian and 43% have no religion or belief (Census 2021) reflecting the highest percentages of our employees. Consolidation into fewer larger properties may facilitate the ability to provide dedicated space for faith requirements.</p> <p>Overall, the impact on this characteristic has been assessed as neutral.</p>
Sex	<p>The County Council workforce is predominantly female (76%) with a significant proportion of that workforce also being part-time (43%, compared to 38% full time female workers, 5% male part time and 18% male full time). Therefore female staff are more likely to be affected by impacts such as accessibility and cost of travel also identified in relation to poverty. Proposals will carefully consider mitigations.</p> <p>A higher proportion of services users for a number of services in scope for potential relocation are female, particularly in relation to services for children and families and therefore the impacts of</p>

	<p>changes to these services will be greater. Impacts and mitigations will be considered through appropriate service user consultation.</p> <p>At this stage, the impact on this characteristic has been assessed as neutral, but this assessment will continue to be reviewed as more detailed options and proposals are developed.</p>
Sexual orientation	<p>There is a significant gap in sexual orientation data for County Council staff (44%). Census 2021 comparison data shows that 97% of Hampshire 16+ age groups identify as straight or heterosexual and 3.3% identify otherwise (this data excludes residents who did not answer this question). This compares to 5.4% of employees declaring a minority sexual orientation at the Council. Engagement with County Council staff networks and services will be undertaken to identify any potential impacts and associated mitigation measures.</p> <p>Overall, the impact on this characteristic has been assessed as neutral.</p>
Marriage & civil partnership	<p>It is not considered that changes in accommodation will have a disproportionate impact on staff who are married or in civil partnerships.</p> <p>If proposed changes impact on the location of registration services, which includes marriage and civil partnerships, the impact on access to these services by Hampshire residents will be considered.</p> <p>Overall, the impact on this characteristic has been assessed as neutral.</p>
Poverty	<p>Roughly a third of staff are on grades A-C. Service users in low wage brackets / unemployment may be more likely to access some of the County Council's services. Issues of access, travel costs and transport availability are key factors for consideration. Location of work base and service delivery points could impact these cohorts either positively or negatively depending on the specific changes to accommodation. Impacts and mitigations will be considered through appropriate consultation.</p> <p>At this stage, the impact on this characteristic has been assessed as neutral, but this assessment will continue to be reviewed as more detailed options and proposals are developed.</p>
Rurality	<p>Approximately 75% of Hampshire is classified as rural and these areas are home to 300,000 people, 21.8% of the County's total population.</p> <p>Hampshire's rural population is set to age more than its urban counterparts, with significantly more growth amongst the very old (namely those aged 85 and over) in rural areas compared to Hampshire's urban centres.</p>

	<p>In the sparser areas there may only be irregular services or services on certain days only, there are still reasonable proportions of residents living in rural areas who do not own a car. Research suggests these are more likely to be vulnerable groups such as the elderly, the disabled and the unemployed. (Socio-economic profile of rural Hampshire 2016).</p> <p>If an office building is closed staff living in rural locations may need to travel further to reach their designated office base. This would be managed through the existing HR policy relating to a change of designated work base. The drop-in facilities strategy is under review and may result in different County Council managed locations becoming available for staff to use as drop-in potentially making these more accessible for staff in rural areas. Staff across the authority have been enabled to work flexibly as a result of the rollout of mobile devices and IT services and through updating of flexible working policies following Covid.</p> <p>A parking policy was adopted by the County Council following Covid which guarantees Parking Permits to staff who require the use of a car for their role.</p> <p>If a service is relocated to an alternative building, service users may need to travel further to access services. Equally, services may be relocated to locations that are more easily accessed by public transport or car resulting in a positive impact. Transport requirements and options will be considered as part of assessing options for future location of relevant services.</p> <p>Overall, the impact on this characteristic has been assessed as neutral.</p>
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain - use list above to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why in table 5.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.



- Consider undertaking consultation/re-consulting<sup>5</sup>.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

### **Box 1**

Please set out any additional information which you think is relevant to this impact assessment:

At this stage potential impacts have been identified at a high level across all locations, using data available in relation to all staff and breadth of service users. Once more detailed options and proposals have been developed and the impact on specific groups of staff and service users has been determined, including through the outcomes of consultation, less generalised impacts may be identified and will be considered. This Equality Impact Assessment will therefore be reviewed on a regular basis as the programme of work progresses.

### **Box 2**

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

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