

Adults' Health and Care SP2025

Equality Impact Assessments (EIAs)

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Adults' Health and Care (AHC)

Care Governance and Quality Assurance

Name of SP25 proposal:	SP25 Proposal Reference:
Resident Participation: Hampshire Personalisation Expert Panel	EIA-25-B AHC 2023/06/20

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Philippa Mellish	AHC	Head of Care Governance and Quality Assurance	Philippa.mellish@hants.gov.uk	0370 779 0652	20/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Hampshire Personalisation Expert Panel
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Hampshire Personalisation Expert Panel (PEP) started in 2009 and brings together a range of ‘Experts by Experience’ who have a wealth of lived experience using services as Disabled People and Carers to draw from. Experts by Experience are often connected to wider networks, such as the Direct Payments Reference Group, the Hampshire Carers Partnership, Hampshire Autism Partnership and Hampshire Learning Disabilities Partnership. Members of PEP are committed to the reform of adult social care and health care and work with the Directorate to scrutinise its policies and approach, whilst also supporting specific resident engagement and co-production initiatives to improve and develop services.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Historically £16k funding has been made available to an external organisation for the administration of PEP, including payment of resident involvement expenses and allowances. In recent years, the amount of funding needed to run PEP has reduced due to moving meetings permanently online. 2022-23 expenditure totalled just over £8500, of which 70% related to management and administrative overheads. The remaining 30% related to attendance fees, which could increase if PEP is successful in expanding its membership.</p> <p>This proposal is to cease providing funding to an external organisation and bring the administration of PEP in-house, whilst seeking to identify alternative sources of funding to meet the costs of attendance expenses and allowances. This could include supporting PEP to identify external funding sources. Funding for specific, one-off projects and initiatives would also need to be sourced separately.</p> <p>Should it not be possible to identify alternative funding sources, the future viability of PEP would need to be considered and it may be necessary to explore how its aims and objectives may be achieved in other ways, e.g., through wider established resident engagement forums.</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?

There has been ongoing engagement with the co-Chairs of the Hampshire Personalisation Expert Panel.

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.

Significant planning and engagement would take place with stakeholders ahead of any implementation. Historically Adults' Health and Care has provided funding to Spectrum for the administration of PEP. The Directorate would engage with Spectrum on the proposal and continue to work closely with the co-Chairs of PEP and wider PEP members as appropriate.

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
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	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group. Should it be necessary to discontinue PEP, there are alternative forums and avenues for engaging residents based on age across Hampshire.
Disability	PEP membership comprises individuals with lived experience of disability. Should it be necessary to discontinue PEP, these individuals may feel disempowered and less able to advocate for people with disabilities and promote independent living. This is, however, considered a low impact as the intention is for PEP to continue through efficiencies and identification of alternative funding sources. Moreover, there are alternative established forums for engaging residents with disabilities including, for example, the Hampshire Learning Disability Partnership.
Gender reassignment	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.
Pregnancy and maternity	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.
Race	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.
Religion or belief	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.
Sex	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.

Sexual orientation	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.
Marriage & civil partnership	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.
Poverty	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.
Rurality	No impacts identified. PEP would continue to operate, supporting resident engagement and scrutiny of Adults' Health and Care services and policies. This could be in relation to any aspect of the Directorate's work and is not focused on or intended to target any characteristic group.

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-consulting¹.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Due to the neutral and low impacts identified and outlined above, it is not considered that an updated or further EIA is required to enable decision.

Adults' Health and Care (AHC)

Care Governance and Quality Assurance

Name of SP25 proposal:	SP25 Proposal Reference:
Care Governance and Quality Assurance Operating Model	EIA – GA-25-C AHC 2023/06/22

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Philippa Mellish	AHC	Head of Care Governance and Quality Assurance	Philippa.mellish@hants.gov.uk	0370 779 0652	22/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Care Governance and Quality Assurance
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Care Governance and Quality Assurance function within Adults' Health and Care plays a central role in ensuring the County Council maintains quality standards in its delivery of adult social care and can evidence this to residents, partners and regulatory bodies such as the Care Quality Commission. It achieves this by:</p> <ul style="list-style-type: none"> • Provider Quality team - driving quality across the health and care market and ensuring residents are supported when providers face challenging times. • Customer Care Team - ensuring complaints and compliments are appropriately responded to. • Policy and Guidance team – engaging residents in developing health and care policy and services, whilst support excellent social work practice and advancing equality and inclusion. • Quality Assurance team – supporting the organisation to ‘know itself’ and improve, whilst ensuring preparedness for CQC assurance of local authority social care functions. • Risk and Information Governance team – ensuring we use people’s data appropriately, investigate data breaches and deliver a robust programme of internal audit. • Records Management – supporting the Directorate to maintain and appropriately use accurate social care records.
<p>Please explain the new/changed service/policy/project</p>	<p>This proposal would see capacity within the function reduce by around 3 Full Time Equivalent (FTE) staff positions – which would be in addition to headcount reductions required as part of the previous Transformation to 2023 Programme. Where possible, headcount reductions would be achieved through natural turnover of staff.</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?

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.

Staff engagement would take place with any staff / teams impacted through any restructures and consultation would be carried out with staff if required.

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			✓			Staff
Disability		✓				Staff
Gender reassignment		✓				Staff
Pregnancy and maternity		✓				Staff
Race			✓			Staff
Religion or belief		✓				Staff
Sex			✓			Staff
Sexual orientation		✓				Staff
Marriage & civil partnership		✓				Staff
Poverty		✓				Staff
Rurality		✓				Staff

Table 2 Geographical impact

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

There is no particular geographical impact from this proposal.

Area	Yes / no
All Hampshire	No
Basingstoke and Deane	No
East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No
New Forest	No
Rushmoor	No

Test Valley	No
Winchester	No

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	Just under half of the function (46.5%) fall within the 50-69 age bracket. Whilst any decision to restructure the team would be based on business need and priority and not age, due to the volume of staff within this group, they may be more likely to be impacted. It is also possible that staff within this cohort may choose to take retirement or early retirement and in which case, consideration would be given to whether their roles should be replaced or met in a different way.
Disability	16.3% of staff within the function have declared a disability. Any decision to restructure the team would be based on business need and priority and not disability.
Gender reassignment	Gender reassignment would not form any basis for decisions around staff restructure. No members of staff have declared gender reassignment.
Pregnancy and maternity	Pregnancy and maternity would not form any basis for decisions around staff restructure.

Race	95.3% of staff within the function have recorded their ethnicity as White. Whilst any decision to restructure the team would be based on business need and priority and not race, people of White ethnicity may be more likely to be impacted.
Religion or belief	Religion or belief would not form any basis for decisions around staff restructure.
Sex	Whilst any decision to restructure the team would be based on business need and priority and not sex, most staff within the function are female and so any decision to restructure the team may be more likely to impact females than males.
Sexual orientation	Sexual orientation would not form any basis for decisions around staff restructure.
Marriage & civil partnership	Marriage & civil partnership would not form any basis for decisions around staff restructure.
Poverty	An individual's socio-economic status would not form any basis for decisions around staff restructure.
Rurality	No impacts were identified relating to rurality.

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-consulting².
 - 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:

This EIA has been updated following peer review. At present, no detailed plans are in place which have identified the teams or roles within scope. Should this proposal go ahead, once details are known, staff engagement would take place and an updated EIA produced.

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:

Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Minor Efficiencies	EIA – HQ-25-A AHC 2023/06/02

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	31/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	AHC Headquarters Services (HQ)
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The proposal is to make a series of small savings from the Adult Health and Care - HQ Services Budgets through reviewing third party spend and staff expenses budget lines, to secure efficiencies. The savings proposals would not have any adverse impacts on the HQ resourcing and customer service levels, nor would they impact residents or clients.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>The review of staff expenses includes increasing the use of digital and technology across the Brokerage and Billing service. The use of e-communication as a default would reduce the cost of print and postage for financial assessments and the related annual reviews. Additionally, travel costs would be reduced through increasing the use of client self-service and virtual support for financial assessments. This would take into account alignment to the Council's move to hybrid working arrangements and the efficiencies already delivered through the increased use of digital interactions with customers and providers.</p> <p>This proposal would involve a review of low value third party expenditure to identify the opportunities. At this stage, the review has not been completed and therefore impacts cannot be fully assessed, although by nature of the criteria of the review, no negative impacts are expected on residents, clients, service users or staff.</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?

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.

This proposal was referenced in the wider Council's Making the Most of your money budget consultation process. As part of this process, stakeholders including service users and partners were made aware of the consultation process and how they could take part. No specific consultation is currently planned as there is currently no potential impact on residents, clients or staff foreseen from this review. If this changes, there may be a need for Stage 2 consultation.

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		✓				Neither

Disability		✓				Neither
Gender reassignment		✓				Neither
Pregnancy and maternity		✓				Neither
Race		✓				Neither
Religion or belief		✓				Neither
Sex		✓				Neither
Sexual orientation		✓				Neither
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
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All Hampshire	Yes
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	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Gender Reassignment	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Race	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Religion or Belief	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Sex	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Sexual Orientation	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Marriage or Civil Partnership	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Poverty	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Disability	Neutral – no potential impacts anticipated on individuals with this protected characteristic,
Rurality	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Pregnancy and Maternity	Neutral – no potential impacts anticipated on individuals with this protected characteristic.

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-consulting³.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Contracts Review	<i>EIA – HQ-25-B</i> AHC 2023/05/31

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	31/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	EIA Coordinator	gloria.kwaw@hants.gov.uk	370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care
Please provide a short description of the service / policy/project/project phase	Some of the ways in which the AHC Headquarters function supports the delivery of Care Act 2014 duties for the provision of services include:

	<ul style="list-style-type: none"> • Ensuring that the right services are in place to meet residents' needs including care at home, residential and nursing care, and technology enabled care, and that suitable providers are contracted to deliver outsourced services; • Providing information and advice to people and communities, working with them and voluntary sector organisations to prevent and reduce demand for social care services, including through grant funding; • Transforming our services, and monitoring and analysing performance, to ensure the most efficient use of our resources and ongoing quality of care.
<p>Please explain the new/changed service/policy/project</p>	<p>It is proposed to cease Adult Social Care spend on the following services that are non-statutory for the County Council:</p> <p>1) Independent Sexual Violence Advocacy (ISVA) and Rape and Sexual Abuse Counselling (RASAC) services. 2) Social Inclusion (Homelessness Support Services)</p> <p>A comprehensive spend review and analysis of all other 3rd party spend and contract arrangements across the Directorate is also proposed, to identify opportunities to consolidate, reduce, or remove spend.</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?

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.

Reductions in services were referenced in the wider Council's *Making the Most of your money* budget consultation process. Stage two consultation is planned to be carried out for the proposal relating to AHC's residual contribution to Social Inclusion services. As part of this process, we would ensure stakeholders and partners are aware of the consultation process and how they can take part. Significant planning and engagement would take place with stakeholders and partners ahead of any implementation. In recognition of the complexity and importance of this area of work, we are also proposing to ask the Health and Adult Social Care Select Committee (HASC) to establish a working group to provide overview and scrutiny throughout the review period. Whilst there is no formal stage two consultation planned for the proposal to cease spend on ISVA and RASAC services, the County Council would engage with key stakeholders, including the Office for the Police and Crime Commissioner (OPCC), NHS England and Improvement, Integrated Care Boards and service providers to ensure that impact is fully understood and reported to the Executive Member prior to any decision being made.

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
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	Yes
Basingstoke and Deane	No
East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No
New Forest	No
Rushmoor	No
Test Valley	No
Winchester	No

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>Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.</p> <p>2022/23 data for ISVA: 32% aged 18-25. 42% 26-64. 0.25% aged over 65. Services for young people under the age 18 would not be affected by this change.</p> <p>2022/23 data for RASAC: 11% aged 16-17; 38% aged 18-30; 49% aged 31-65; 2% aged over 65. Homelessness support services: Services support people aged between 18 and 64 and above where this is the most appropriate service to meet their needs. 2021/22 data shows that a significant majority of service users (91%) are aged between 18 and 60.</p>
Gender reassignment	<p>Neutral – Whilst no quantitative data is available to assess this impact, there is no indication that there would be disproportionate impacts on individuals with this protected characteristic.</p>
Race	<p>Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.</p> <p>Homelessness support services: Available data shows that 94% of people using services are White British which is representative of the Hampshire population as a whole (92%).</p> <p>ISVA 2022/23 data on referrals 67% White British, 3% BME, 3% white other, 27% did not disclose.</p> <p>RASAC 2022/23 data on referrals: 82% White British, 3% mixed race, 3% white other, 2% Asian, 7% did not disclose.</p>
Religion or belief	<p>Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.</p> <p>Homelessness support services: Available data shows that 82% identify as having no religion. This data is not collected from people using ISVA and RASAC services.</p>
Sexual orientation	<p>Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.</p> <p>2022/23 data for ISVA: 42% identified as heterosexual, 8% identified themselves as gay, lesbian or bisexual and 50% did not state or identified as other.</p>

	2022/23 data for RASAC: 61% identified as heterosexual, 4% as homosexual and 14% as bisexual, 4% preferred to self-describe and 15% did not disclose. Homelessness support services: Available data shows that 92% people using services identify as heterosexual.
Marriage & civil partnership	Neutral – Whilst no quantitative data is available to assess this impact, there is no indication that there would be disproportionate impacts on individuals with this protected characteristic.

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
Disability	Homelessness support services: Withdrawal of discretionary funding for homelessness support services may result in the closure of homeless hostels if alternative funding is not secured. Approximately 70% of residents in County Council-funded homelessness hostels have mental health needs and 40% have significant physical health needs as a result of lifestyle and/or long-term substance misuse. A snapshot of people	No - Hampshire wide	<ul style="list-style-type: none"> • Extensive engagement with district and borough councils, Office for the Police and Crime Commissioner, NHS partners and voluntary and community organisations would be undertaken to review the future provision of these services. • Partners including district and borough councils and voluntary and community organisations may need to

	<p>using services in September 2022 showed that 22% of those with mental health needs were receiving support from secondary mental health services either currently or within the last 12 months, and that 48% had co-occurring mental health and substance misuse needs. A reduction in funding for homelessness support services may result in increased numbers of people with mental health and physical health issues sleeping rough in the absence of an alternative housing and support solution.</p> <p>ISVA and RASAC: In ISVA services 54% of people using services stated that they experienced mental health issues, 10% said they had a physical or sensory disability and 9% a learning disability. Figures are similar in RASAC services with 42% of people stating that they experienced mental health issues, 7% a physical or sensory disability and 5% a learning disability. A reduction in funding for these services may mean that</p>		<p>reshape their services or seek alternative sources of funding.</p> <ul style="list-style-type: none"> • The County Council would ensure that anybody affected by the proposals that may have eligible care and support needs as defined by the <i>Care Act 2014</i> can have their needs assessed by the County Council. Following assessment, they would be offered services to meet eligible needs.
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	some people need to seek help for mental health issues through primary healthcare services.		
Pregnancy and maternity	Women may be disproportionately impacted if, for example, funding for ISVA and RASAC services is reduced. This could include women who are pregnant or have young children.	No - Hampshire wide	<ul style="list-style-type: none"> • Extensive engagement with NHS partners, Office for the Police and Crime Commissioner and voluntary and community organisations would be undertaken to review the future provision of these services. • Partners including voluntary and community organisations may need to reshape their services or seek alternative sources of funding.
Sex	<p>Women may be disproportionately impacted if, for example, funding for ISVA and Rape and Sexual Abuse Counselling RASAC services is reduced. 85% of people using these services are female.</p> <p>Men may be disproportionately impacted if funding for homelessness support services is reduced. 82% of people using homelessness support services</p>	No - Hampshire wide	<ul style="list-style-type: none"> • Extensive engagement with district and borough councils, Office for the Police and Crime Commissioner, NHS partners and voluntary and community organisations would be undertaken to review the future provision of these services. • Partners including district and borough councils and voluntary and community organisations may need to

	funded by the County Council are male.		reshape their services or seek alternative sources of funding.
Poverty	<p>Available data shows that the majority of people using Homelessness Support services are in receipt of welfare benefits or have no income. Many clients come to the attention of services when they are facing eviction due to rent arrears. Whilst alternative services are available, clients with complex needs often need specialist support to engage with more mainstream service offers or are excluded from these services due to behaviour or substance misuse.</p> <p>A reduction in funding for RASAC services would have a greater impact on people who are unable to afford private counselling services.</p>	No - Hampshire wide	<ul style="list-style-type: none"> • Extensive engagement with district and borough councils, Office for the Police and Crime Commissioner, NHS partners and voluntary and community organisations would be undertaken to review the future provision of these services. • Partners including district and borough councils and voluntary and community organisations may need to reshape their services or seek alternative sources of funding.
Rurality	A reduction in community support for people who are homeless or at risk of homelessness may mean that people living in more rural areas could find it harder to access the support they need as most alternative services are in larger towns or cities. People who	The County Council contributes a small amount of funding to community support for people who are homeless or at risk of homelessness in Havant, East Hampshire, New Forest and Eastleigh. In all other areas of the county,	<ul style="list-style-type: none"> • Extensive engagement with district and borough councils, NHS partners and voluntary and community organisations would be undertaken to review the future provision of these services.

	currently receive a visiting community support service may, for example, need to travel to get support from other services which they may not be able to do due to affordability or accessibility of public transport. This in turn may result in an increase in homelessness as people may not get the support they need to prevent homelessness.	funding is only used for 24/7 accommodation-based services (hostels).	<ul style="list-style-type: none"> Partners including district and borough councils and voluntary and community organisations may need to reshape their services or seek alternative sources of funding.
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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-consulting⁴.
- 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

The proportion of County Council funding attached to the ISVA and RASAC contracts under review is relatively small – 6% of the total contract value for ISVA and 10% of the total contract value for RASAC.

County Council funding towards Homelessness Support Services supports the district and borough councils to meet their statutory responsibilities. The County Council would engage with each authority to understand the local impact of this proposal and the mitigation available.

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:

Adults' Health and Care

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Grants Review	<i>EIA – HQ-25-C</i> AHC 2023/06/01

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	01/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care (AHC)
Please provide a short description of the service / policy/project/project phase	Some of the ways in which the AHC Headquarters function supports the delivery of Care Act 2014 services include:

	<ul style="list-style-type: none"> • Ensuring that the right services are in place to meet residents' needs including care at home, residential and nursing care, and technology enabled care, and that suitable providers are contracted to deliver outsourced services; • Providing information and advice to people and communities, working with them and voluntary sector organisations to prevent and reduce demand for social care services, including through grant funding; • Transforming our services, and monitoring and analysing performance, to ensure the most efficient use of our resources and ongoing quality of care. <p>AHC currently has a grants programme which provides grant funding each year to the Voluntary, Community and Social Enterprise (VCSE) sector in Hampshire to help deliver services that are targeted to those most at risk of needing social care. Responsibility for managing this grant programme sits with the Demand Management and Prevention Change Unit (DMPCU).</p>
<p>Please explain the new/changed service/policy/project</p>	<p>To review the grants directly funded by Adult Social Care, including:</p> <ul style="list-style-type: none"> • The infrastructure grant (currently held by the DMPCU) which supports voluntary services across Hampshire with infrastructure and running costs; • The remaining DMPCU grants budget. <p>If funding for these grants is reduced, alternative, external funding would need to be sought by the VCSE sector, assisted by Adults' Health and Care Headquarters staff.</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?

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.

This proposed change in service was referenced in the wider Council's *Making the Most of your money* budget consultation process. Stage two consultation is planned to be carried out for this proposal. As part of this process, we would ensure stakeholders and partners such as Voluntary, Community and Social Enterprise organisations (including those we currently fund or have funded in the past), District and Borough Councils, and NHS partners etc are aware of the consultation process and how they can take part. Significant planning and engagement would also take place with stakeholders and partners ahead of any implementation of any changes. In recognition of the complexity and importance of this area of work, we are also proposing to ask the Health and Adult Social Care Select Committee (HASC) to establish a Working Group to provide overview and scrutiny throughout the review period.

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
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	Yes

Basingstoke and Deane	No
East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No
New Forest	No
Rushmoor	No
Test Valley	No
Winchester	No

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
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Gender reassignment	Neutral – there is no indication that there would be disproportionate impacts on individuals with this protected characteristic. Neither the infrastructure grant nor the remaining grants budget allocation currently or previously specifically supports individuals with this protected characteristic.
Pregnancy and maternity	Neutral – there is no indication that there would be disproportionate impacts on individuals with this protected characteristic. Neither the infrastructure grant nor the remaining grants budget allocation currently or previously specifically supports individuals with this protected characteristic.
Religion or belief	Neutral – there is no indication that there would be disproportionate impacts on individuals with this protected characteristic. Neither the infrastructure grant nor the remaining grants budget allocation currently or previously specifically supports individuals with this protected characteristic.
Sex	Neutral – there is no indication that there would be disproportionate impacts on individuals with this protected characteristic. Neither the infrastructure grant nor the remaining grants budget allocation currently or previously specifically supports individuals with this protected characteristic.
Sexual orientation	Neutral – there is no indication that there would be disproportionate impacts on individuals with this protected characteristic. Neither the infrastructure grant nor the remaining grants budget allocation currently or previously specifically supports individuals with this protected characteristic.
Marriage & civil partnership	Neutral – there is no indication that there would be disproportionate impacts on individuals with this protected characteristic. Neither the infrastructure grant nor the remaining grants budget allocation currently or previously specifically supports individuals with this protected characteristic.

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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<p>Age</p>	<p>A significant proportion of current DMPCU grant-funded projects specifically support individuals with this protected characteristic (older adults), who could be impacted if, for example, funding for these projects is reduced. AHC has grant funded some of these services for a number of years. Older Adults are also a key client group in terms of the current AHC grant priorities. It is rated as medium because most of these services are not fully funded by AHC grants, the AHC funding can only be a proportion of the running costs. In addition, projects that are fully funded are operating as pilots and so are already aware that the grant funding is short-term and applied for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>	<p>No - Hampshire wide</p>	<p>If, for example, funding for these grant-funded projects is reduced, the County Council would:</p> <ul style="list-style-type: none"> • Continue to provide fundraising support to Voluntary Community and Social Enterprise (VCSE) organisations supporting adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics) to continue to live healthily and independently in their Hampshire communities. • Promote use of potential funding from other parts of the County Council e.g. members' grants and leaders' grants. • Continue to work closely with partners, including the District and Borough Councils, the NHS and the Voluntary and Community Sector. Together we can look at funding available and services already in place that could support any users that are affected by the proposal. • Provide free training support for voluntary and community organisation staff whose focus is working with adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics), e.g. online training for volunteers on how to identify any risks faced by
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			<p>service users and how they could be addressed, advice on how to best use a Strength Based Approach (support a person to use all the strengths and resources they already have) and guides on how to support clients who raise mental health concerns.</p> <ul style="list-style-type: none">• Run sessions with social care teams, voluntary and community groups to increase understanding of how to access AHC support and services, how technology can support people to live safely at home and how to access IT and equipment that supports wellbeing at home.• Continue to use our Connect to Support Hampshire website to provide information about local community services available to residents.• Continue to support people to successfully carry out tasks online, working with Libraries and other external partners, including the NHS to improve digital inclusion.• Continue to work with voluntary, community and social enterprise organisations that support adults with protected characteristics, to increase the number of volunteers in Hampshire. This can be through research, marketing and the sharing of ideas.
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			<ul style="list-style-type: none"> • Adults' Health and Care staff would continue to liaise with VCSE sector key representatives to monitor the impact of these changes and the mitigating measures being undertaken.
Disability	<p>A significant proportion of current DMPCU grant-funded projects specifically support individuals with this protected characteristic, who could be impacted if, for example, funding for these projects is reduced. AHC has grant funded some of these services for a number of years. Disability is also a key focus group in terms of the current DMPCU grant priorities. It is rated as medium because most of these services are not fully funded by AHC grants, the AHC funding can only be a proportion of the running costs. In addition, projects that are fully funded are operating as pilots and so are already aware that the grant funding is short-term and applied for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>	No - Hampshire wide	<p>If, for example, funding for these grant-funded projects is reduced, the County Council would:</p> <ul style="list-style-type: none"> • Continue to provide fundraising support to Voluntary Community and Social Enterprise (VCSE) organisations supporting adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics) to continue to live healthily and independently in their Hampshire communities. • Promote use of potential funding from other parts of the County Council e.g. members' grants and leaders' grants. • Continue to work closely with partners, including the District and Borough Councils, the NHS and the Voluntary and Community Sector. Together we can look at funding available and services already in place that could support any users that are affected by the proposal. • Provide free training support for voluntary and community organisation staff whose focus is

			<p>working with adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics), e.g. online training for volunteers on how to identify any risks faced by service users and how they could be addressed, advice on how to best use a Strength Based Approach (support a person to use all the strengths and resources they already have) and guides on how to support clients who raise mental health concerns.</p> <ul style="list-style-type: none">• Run sessions with social care teams, voluntary and community groups to increase understanding of how to access AHC support and services, how technology can support people to live safely at home and how to access IT and equipment that supports wellbeing at home.• Continue to use our Connect to Support Hampshire website to provide information about local community services available to residents.• Continue to support people to successfully carry out tasks online, working with Libraries and other external partners, including the NHS to improve digital inclusion.• Continue to work with voluntary, community and social enterprise organisations that support adults with
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			<p>protected characteristics, to increase the number of volunteers in Hampshire. This can be through research, marketing and the sharing of ideas.</p> <ul style="list-style-type: none"> • Adults' Health and Care staff would continue to liaise with VCSE sector key representatives to monitor the impact of these changes and the mitigating measures being undertaken.
Race	<p>A small proportion of current DMPCU grant-funded projects specifically support individuals in relation to this protected characteristic, who could be impacted if, for example, funding for these projects is reduced. In particular, the impact for this characteristic is rated as medium negative because the organisations that are currently being granted-funded by the DMPCU programme (and have been grant-funded in the past) are valued and trusted sources of information and advice for ethnic minority communities, so therefore these services (of which there are not many in Hampshire) are very important in supporting the welfare of these communities in particular. We also recognise that there may be barriers to these organisations accessing funding from other sources. It is rated as medium</p>	No - Hampshire wide	<p>If, for example, funding for these grant-funded projects is reduced, the County Council would:</p> <ul style="list-style-type: none"> • Continue to provide fundraising support to Voluntary Community and Social Enterprise (VCSE) organisations supporting adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics) to continue to live healthily and independently in their Hampshire communities. • Promote use of potential funding from other parts of the County Council e.g. members' grants and leaders' grants. • Continue to work closely with partners, including the District and Borough Councils, the NHS and the Voluntary and Community Sector. Together we can look at funding available and services already in

	<p>impact only because these projects are already aware that the grant funding is short-term and applied for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>		<p>place that could support any users that are affected by the proposal.</p> <ul style="list-style-type: none">• Provide free training support for voluntary and community organisation staff whose focus is working with adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics), e.g. online training for volunteers on how to identify any risks faced by service users and how they could be addressed, advice on how to best use a Strength Based Approach (support a person to use all the strengths and resources they already have) and guides on how to support clients who raise mental health concerns.• Run sessions with social care teams, voluntary and community groups to increase understanding of how to access AHC support and services, how technology can support people to live safely at home and how to access IT and equipment that supports wellbeing at home.• Continue to use our Connect to Support Hampshire website to provide information about local community services available to residents.• Continue to support people to successfully carry out tasks online, working with Libraries and other
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			<p>externals partners, including the NHS to improve digital inclusion.</p> <ul style="list-style-type: none"> • Continue to work with voluntary, community and social enterprise organisations that support adults with protected characteristics, to increase the number of volunteers in Hampshire. This can be through research, marketing and the sharing of ideas. • Adults' Health and Care staff would continue to liaise with VCSE sector key representatives to monitor the impact of these changes and the mitigating measures being undertaken.
Poverty	<p>A significant proportion of current DMPCU grant-funded projects specifically support individuals in relation to this characteristic, who could be impacted if, for example, funding for these projects is reduced. AHC has grant funded some of these services for a number of years. Poverty is also a key focus group in terms of the current DMPCU grant priorities. It is rated as medium because most of these services are not fully funded by AHC grants, the AHC funding can only be a proportion of the running costs. In addition, projects that are fully funded are operating as pilots and so are already aware that the grant funding is short-term and applied for</p>	No - Hampshire wide	<p>If, for example, funding for these grant-funded projects is reduced, the County Council would:</p> <ul style="list-style-type: none"> • Continue to provide fundraising support to Voluntary Community and Social Enterprise (VCSE) organisations supporting adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics) to continue to live healthily and independently in their Hampshire communities. • Promote use of potential funding from other parts of the County Council e.g. members' grants and leaders' grants.

	<p>the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>		<ul style="list-style-type: none">• Continue to work closely with partners, including the District and Borough Councils, the NHS and the Voluntary and Community Sector. Together we can look at funding available and services already in place that could support any users that are affected by the proposal.• Provide free training support for voluntary and community organisation staff whose focus is working with adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics), e.g. online training for volunteers on how to identify any risks faced by service users and how they could be addressed, advice on how to best use a Strength Based Approach (support a person to use all the strengths and resources they already have) and guides on how to support clients who raise mental health concerns.• Run sessions with social care teams, voluntary and community groups to increase understanding of how to access AHC support and services, how technology can support people to live safely at home and how to access IT and equipment that supports wellbeing at home.• Continue to use our Connect to Support Hampshire website to
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			<p>provide information about local community services available to residents.</p> <ul style="list-style-type: none"> • Continue to support people to successfully carry out tasks online, working with Libraries and other external partners, including the NHS to improve digital inclusion. • Continue to work with voluntary, community and social enterprise organisations that support adults with protected characteristics, to increase the number of volunteers in Hampshire. This can be through research, marketing and the sharing of ideas. • Adults' Health and Care staff would continue to liaise with VCSE sector key representatives to monitor the impact of these changes and the mitigating measures being undertaken.
Rurality	<p>A medium proportion of current DMPCU grant-funded projects specifically support individuals in relation to this protected characteristic, who could be impacted if, for example, funding for these projects is reduced. It is rated as medium because most of these services are not fully funded by AHC grants, the AHC funding can only be a proportion of the running costs. In</p>	No - Hampshire wide	<p>If, for example, funding for these grant-funded projects is reduced, the County Council would:</p> <ul style="list-style-type: none"> • Continue to provide fundraising support to Voluntary Community and Social Enterprise (VCSE) organisations supporting adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics)

	<p>addition, projects that are fully funded are operating as pilots and so are already aware that the grant funding is short-term and applied for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>		<p>to continue to live healthily and independently in their Hampshire communities.</p> <ul style="list-style-type: none"> • Promote use of potential funding from other parts of the County Council e.g. members' grants and leaders' grants. • Continue to work closely with partners, including the District and Borough Councils, the NHS and the Voluntary and Community Sector. Together we can look at funding available and services already in place that could support any users that are affected by the proposal. • Provide free training support for voluntary and community organisation staff whose focus is working with adults at risk of declining health and wellbeing (particularly organisations supporting adults with protected characteristics), e.g. online training for volunteers on how to identify any risks faced by service users and how they could be addressed, advice on how to best use a Strength Based Approach (support a person to use all the strengths and resources they already have) and guides on how to support clients who raise mental health concerns. • Run sessions with social care teams, voluntary and community groups to increase understanding of how to
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			<p>access AHC support and services, how technology can support people to live safely at home and how to access IT and equipment that supports wellbeing at home.</p> <ul style="list-style-type: none"> • Continue to use our Connect to Support Hampshire website to provide information about local community services available to residents. • Continue to support people to successfully carry out tasks online, working with Libraries and other external partners, including the NHS to improve digital inclusion. • Continue to work with voluntary, community and social enterprise organisations that support adults with protected characteristics, to increase the number of volunteers in Hampshire. This can be through research, marketing and the sharing of ideas. • Adults' Health and Care staff would continue to liaise with VCSE sector key representatives to monitor the impact of these changes and the mitigating measures being undertaken.
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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-consulting⁵.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council’s Making the Most of your Money budget consultation (2024-2026).

If, for example, funding for grant-funded projects is reduced, DMPCU in Adult’s Health and Care would still provide insight and support to Voluntary, Community and Social Enterprise sector and partners (Health and Local Councils). The DMPCU team would be reprioritised to support organisations to find and secure funding from other sources to maintain services, whilst continuing to ensure that the Voluntary, Community and Social Enterprise sector are provided with insight and data (such as demographics, risk factors to social care) to ensure that support continues to

be targeted to those most at risk of needing social care (this in particular includes the following protected characteristics: Age, Disability, Race, Poverty and Rurality). Maintenance of relationships with Health partners would be key to help meet shared objectives. Better working relationships developed with District councils post-COVID could be further aligned to minimise impact on local services.

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:

Adults' Health and Care

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Disabled Facilities Grants	<i>EIA – HQ-25-D</i> AHC 2023/06/01

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	01/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	V0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care (AHC)
Please provide a short description of the service / policy/project/project phase	Some of the ways in which the AHC Headquarters function supports the delivery of Adult Social Care services, in line with relevant duties, include:

- Ensuring that the right services are in place to meet residents' needs including care at home, residential and nursing care, and technology enabled care, and that suitable providers are contracted to deliver outsourced services;
- Providing information and advice to people and communities, working with them and voluntary sector organisations to prevent and reduce demand for social care services, including through grant funding;
- Transforming our services, and monitoring and analysing performance, to ensure the most efficient use of our resources and ongoing quality of care.

Disabled Facilities Grants (DFGs) are available in all areas of Hampshire, allocated to Lower Tier Councils, district and borough councils, to support more efficient ways of working and innovative solutions that enable individuals to remain living independently in their own homes, preventing them from becoming homeless or having to move into care. For the next 2 years, it has been confirmed that the DFG allocation for Hampshire will remain at £14.2M annually. This fund is used to support a range of services and associated resources to support grant applications. For 22/23, the Districts recorded spend on the following adaptations:

Equipment/Adaption	Volume 22/23
Ceiling Hoists	53
Straight Stairlift	118
Curved Stairlift	129
Complex bathroom adaptations	269
Shower	398
Through Floor Lift	14
Extension	31
Ramps	143
Self-clean toilet	64
Multiple adaptations	245
Other	252
TOTAL	1,716

<p>Please explain the new/changed service/policy/project</p>	<p>The proposal is for the County Council to assist district and borough councils to get the most effective use of their DFG allocations, through centralising and recycling existing equipment (e.g., stairlifts) that are key to supporting people’s care needs. This would include:</p> <ul style="list-style-type: none"> • In partnership and agreement with the District and Borough Councils to utilise the DFG element of the Better Care Fund (BCF) to ensure an equitable and value for money service across the county for residents, for example to cover administration, Occupational Therapy and social work costs; • Ensuring economies of scale are utilised through county-wide procurement of community equipment; • Utilising some DFG funding for community equipment provision via Hampshire Equipment Services, recycling equipment instead of gifting it new.

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.

This proposed change in service was referenced in the wider Council's *Making the Most of your money* budget consultation process. As part of this process, stakeholders and partners such as District and Borough Councils were made aware of the consultation process and how they could take part. Significant planning and engagement would take place with stakeholders and partners ahead of any implementation.

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
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	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

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
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Gender reassignment	Neutral - all equipment/adaption considerations under the DFG scheme are based on the need of the individual, irrespective of gender.
Pregnancy and maternity	Neutral all equipment/adaption considerations are based on need of the individual.
Race	Neutral - all equipment/adaption considerations under the DFG grant scheme are based on need of individuals who apply for support, irrespective of their race.
Religion or belief	Neutral all equipment/adaption considerations under the DFG grant scheme are based on the need of the individual, irrespective of religion or belief.
Sex	Neutral – no potential impacts anticipated on individuals based on sex, all equipment/adaption considerations under the DFG grant scheme are based on the need of the individual.
Sexual orientation	Neutral – all equipment/adaption considerations under the DFG grant scheme are based on individual need not sexual orientation.
Marriage & civil partnership	Neutral - the needs of individuals and partners will be a consideration for any DFG application, regardless of marital status.

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
Age	There could be an increase in the number of DFGs that take place across the county, through centralising and recycling existing equipment, (e.g. stairlifts) having a positive impact on some of the most vulnerable residents. These adaptations are key to supporting Older Adults' care needs and enabling them to remain independent in their own homes for longer.
Disability	There could be an increase in the number of DFGs that take place across the county, through centralising and recycling existing equipment, (e.g. stairlifts) having a positive impact on some of the most vulnerable residents. These adaptations are key to supporting care needs of individuals with disabilities and enabling them to remain independent in their own homes for longer.
Poverty	There could be an increase in the number of DFGs that take place across the county, through centralising and recycling existing equipment, (e.g. stairlifts) having a positive impact on some of the most vulnerable residents. These adaptations are key to supporting the care needs of individuals who may be experiencing poverty and enabling them to remain independent in their own homes for longer.
Rurality	There could be an increase in the number of DFGs that take place across the county, through centralising and recycling existing equipment, (e.g. stairlifts) having a positive impact on some of the most vulnerable residents. These adaptations are key to supporting the care needs of individuals who may live in more rural areas and unable to access other forms of support in the community, enabling them to remain independent in their own homes for longer. Residents living in rural locations can often feel more isolated and by delivering more adaptations across the County including rural areas, this would not only increase the number of residents who could benefit from the adaptations but also alleviate the isolation for these individuals.

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-consulting⁶.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Technology Enabled Care Private Pay	<i>EIA – HQ-25-E</i> AHC 2023/05/31

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	31/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Hampshire County Council currently works in partnership with Argenti and PA Consulting to improve outcomes and enable more independent living for adults who need support through the smart use of Technology Enabled Care (TEC). Argenti delivers funded telecare services and equipment on behalf of HCC to eligible service users. The team also provide a non-funded (Private Pay) service to those who do not have Care Act 2014 eligible needs.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This proposal is to expand the Private Pay service to more Hampshire residents, providing them with the opportunity to benefit from a Hampshire County Council recommended service that has high service and customer care quality standards.</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?

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.

Engagement would be undertaken with customers who enquire about the services available or who elect to purchase them. There is no specific implementation of this service as it is an expansion of an already available offer to Hampshire residents who wish to purchase care technology privately.

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
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	YES
Basingstoke and Deane	NO
East Hampshire	NO

Eastleigh	NO
Fareham	NO
Gosport	NO
Hart	NO
Havant	NO
New Forest	NO
Rushmoor	NO
Test Valley	NO
Winchester	NO

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
Gender Reassignment	Neutral – no potential impacts anticipated on individuals with this protected characteristic as these characteristics are not part of the criteria for accessing the service.

Pregnancy or maternity	Neutral – no potential impacts anticipated on individuals with this protected characteristic as these characteristics are not part of the criteria for accessing the service.
Race	Neutral – no potential impacts anticipated on individuals with this protected characteristic as these characteristics are not part of the criteria for accessing the service.
Religion or Belief	Neutral – no potential impacts anticipated on individuals with this protected characteristic as these characteristics are not part of the criteria for accessing the service.
Sex	Neutral – no potential impacts anticipated on individuals with this protected characteristic as these characteristics are not part of the criteria for accessing the service.
Sexual Orientation	Neutral – no potential impacts anticipated on individuals with this protected characteristic as these characteristics are not part of the criteria for accessing the service.
Marriage and Civil partnership	Neutral – no potential impacts anticipated on individuals with this protected characteristic as these characteristics are not part of the criteria for accessing the service.
Rurality	Neutral – no potential impacts anticipated on individuals with this protected characteristic as these characteristics are not part of the criteria for accessing the service.

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
Poverty	Potential medium negative impact on those who may not have the resources to access digital services.	No – Hampshire wide	Individuals who are assessed as eligible for funded care may receive funded telecare services. We would work with families, friends, carers, communities and partners to

			ensure individuals are able to access TEC services.
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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
Age	Individuals may have more options available to them to be supported to live more independently and have improved outcomes, through the purchasing of telecare services and equipment.
Disability	Individuals may have more options available to them to be supported to live more independently and have improved outcomes, through the purchasing of telecare services and equipment.

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-consulting⁷.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Brokerage and Billing Fees	<i>EIA – HQ-25-E</i> AHC 2023/06/02

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	31/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Some of the ways in which the Adults' Health and Care (AHC) Brokerage and Billing function supports the delivery of Adult Social Care services, in line with relevant statutory duties, include:</p> <ul style="list-style-type: none"> • Ensuring that the right services are in place to meet residents' needs including care at home, residential and nursing care, and that suitable providers are contracted to deliver outsourced services; • Arranging necessary packages of care with residents and providers, and processing payments.
<p>Please explain the new/changed service/policy/project</p>	<p>This proposal is to review the Brokerage and Billing fees for residents that fully fund their own care. The fees are standard irrespective of the location of the service user. The Council's financial assessment process for determining individuals' contributions towards care, including whether an individual should fully fund their own care, is compliant with the Care Act 2014 and updated with relevant legislative changes. Residents who fully fund their own care may, for example, see an increase in the cost of having the County Council administer their care services for them including arranging and paying for care. Any increase in fees would be considered alongside relevant legislation.</p> <p>Self-funding individuals have the option to secure care through the County Council or directly with providers themselves. This proposal would only impact individuals who secure their care through the County Council.</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?

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.

This proposed change in service was referenced in the wider Council's *Making the Most of your money* budget consultation process. As part of this process, stakeholders were made aware of the consultation process and how they could take part. Significant planning and engagement would also take place with stakeholders ahead of any implementation of any changes.

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?
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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	Yes
Basingstoke and Deane	No
East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No
New Forest	No
Rushmoor	No
Test Valley	No
Winchester	No

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
Gender reassignment	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Pregnancy and maternity	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Race	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Religion or belief	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Sex	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Sexual orientation	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Marriage & civil partnership	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Poverty	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The rigorous financial assessment process determines individuals' contributions towards their care. Being identified as self-funding would indicate that the individual has sufficient income to cover the costs of care including administration.
Rurality	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The fees are standard irrespective of the location of the service user.

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
Age	Those 65 and above are more likely to be in receipt of formal care services and therefore may be more adversely affected than those in the younger cohort if, for example, there is an increase in fees. Those above 65 are also likely to be self-funders and therefore affected by a revised charging approach. Of the approximately 11,660 self-funding individuals across the County, 631 self-funding individuals purchase care through the County Council (approximately 5.5%).	No – Hampshire wide	<ul style="list-style-type: none"> • Upfront and clear information and guidance would be provided to individuals, families, friends and carers to confirm charging arrangements. • A phased approach could be considered to allow people to plan for the additional charges. • Self-funding individuals can choose to secure their own care directly with Care Providers.
Disability	Those with a disability are more likely to be in receipt of formal care services and therefore may be adversely affected if, for example, there is a revised charging approach.	No – Hampshire wide	<ul style="list-style-type: none"> • Upfront and clear information and guidance would be provided to individuals, families, friends and carers to confirm charging arrangements. • A phased approach could be considered to allow people to plan for the additional charges.

			<ul style="list-style-type: none"> • Self-funding individuals can choose to secure their own care directly with Care Providers.
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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-consulting⁸.

- 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Learning and Development Income	<i>EIA – HQ-25-E</i> AHC 2023/06/02

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	31/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Impact (Learning and Development portal)
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Impact is a sold service provided by the Adults' Health and Care (AHC) Learning and Development team. Impact provides training through eLearning, virtual and face to face delivery to staff working in adult social care. A learning management system is used, that can take card payments and provide organisations the ability to make multiple bookings and enable individual learners to book training.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>The proposed change is to increase the income target for the service from £100k to £120k in 2025/26 and see steady increase in income thereafter.</p> <p>To support the growth in sales and development of Impact, resources from within the Learning and Development (L&D) team will be required to be balanced between support for internal customers and the Impact programme. This may mean at times internal training provision cannot be delivered in a preferred timescale or non-mandatory training paused. The development and delivery of training to all L&D customers would need to embrace new ways of working that increases learning that is self-directed, sustainable and portable through curated content that includes toolkits, videos, train the trainer and eLearning programmes, alongside a targeted "just in time" approach to training rather than just in case. If Impact growth is consistent and develops assured customers through contracts or funding streams, it is recognised that an increase in staff resourcing would be required.</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?

No specific consultation has been carried out on this proposal.

Previous engagement with the adult social care market has been undertaken through behavioural insights surveys, engagement conversations with non-paid carers, individuals who receive direct payments, Hampshire Care Association members and professionals in health and social care during 2022 and 2023 to establish what the market requires to recruit and retain staff to work in social care, upskill staff to meet changing expectations of the workforce and establish what is important to those purchasing training to ensure credibility of training, delivery methods and cost.

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.

Impact is continually responding to workforce demands, Department of Health and Social Care (DHSC) initiatives, regulatory and legislative changes, safeguarding reviews and pressures within the Integrated Care Board and social care system. Impact works with strategic partners across the County Council, neighbouring authorities, public health, social care providers, those with lived experience and Health to ensure the offer is fit for purpose, responds to market need and supports the skills and behaviours required in social care to meet emerging service challenges and promote innovation. The service plans to continue engaging with all these stakeholders to shape the Impact offer.

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
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	yes
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

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
<p>All Protected Characteristics</p>	<p>The proposal to increase the growth in sales of Impact would enable its offer to become more wide-reaching. This is determined to have a positive impact on all protected characteristics for staff and the public for the reasons outlined below.</p> <p>Impact provides reasonable to low cost (some free) training through eLearning and virtual courses as well as signposting to free resources. Impact eLearning is accessible and meets communication and language needs – it has subtitles and voice overs and is tested to ensure programmes are accessible in terms of text and language used. The eLearning can also be translated into other languages as can resources used on the virtual courses.</p> <p>Both training options reduce the need to travel, pay for parking, childcare arrangements or difficulty in accessing face to face training. In instances of face-to-face training, it is held in accessible venues and rooms across the county of Hampshire. Face to face learning remains available to those who otherwise may be negatively impacted by a move to digital channels.</p> <p>Impact training embeds and positively reinforces all protected characteristics, anti-discriminatory behaviours and values alongside person centred approaches and decision making to ensure those with a protected characteristic are supported to live the life of their choosing and enhance wellbeing, quality of life and outcomes for individuals.</p> <p>The training can support equal opportunities, inclusion and career development for all those with protected characteristics.</p>

	<p>Impact provides Skills for Care endorsed training at a reasonable rate to the market that is aimed at increasing competence, skills, knowledge and behaviours within the adult social care workforce to improve outcomes for the staff and those who require care and support. The training also supports services to meet Care Quality Commission (CQC) standards and regulatory requirements.</p> <p>The eLearning can be accessed by non-paid carers, families and the wider community to enhance their knowledge of conditions and what action can be taken to reduce risks for individuals, enabling a good quality of life to be maintained and supporting prevention activity.</p>
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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-consulting⁹.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Client Contributions	EIA – HQ-25-F AHC 2023/05/31

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	31/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	V0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care
Please provide a short description of the service / policy/project/project phase	Some of the ways in which the AHC Brokerage and Billing function supports the delivery of Adult Social Care services include:

	<ul style="list-style-type: none"> • Ensuring that the right services are in place to meet residents' needs including care at home, residential and nursing care, and that suitable providers are contracted to deliver outsourced services; • Arranging necessary packages of care with residents and providers, and processing payments.
Please explain the new/changed service/policy/project	<p>To consider when assessing an individual's income increasing the amount taken into account for care charges from 95% to 100% of an individual's assessable income, as permissible within the Care Act 2014 and outlined in section 8.38-8.48 of the statutory guidance. Hampshire Residents that are in receipt of non-residential care and do not fully fund their own care could see a change to the way their care charges are considered. If approved, individuals would continue to retain the minimum income guarantee set out nationally by the Department of Work and Pensions, and would no longer retain the additional 5% discretionary amount that Hampshire currently apply.</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?

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.

This proposed change in service was referenced in the wider Council's *Making the Most of your money* budget consultation process. Stage two consultation is also planned to be carried out in due course. As part of this process, we would ensure stakeholders are aware of the consultation process and how they can take part. Significant planning and engagement would also take place with stakeholders ahead of any implementation.

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
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	Yes

Basingstoke and Deane	No
East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No
New Forest	No
Rushmoor	No
Test Valley	No
Winchester	No

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
Gender reassignment	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Pregnancy and maternity	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Race	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Religion or belief	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Sex	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Sexual orientation	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Marriage & civil partnership	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Rurality	Neutral – no potential impacts anticipated on individuals with this protected characteristic.

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
Poverty	The proposed changes to charging may mean that those on	No – Hampshire wide – although the impact would be	<ul style="list-style-type: none"> Any increase in care charges for residents that do

	low incomes or in receipt of benefit would be left with less income per month.	universal across the county area, communities with higher levels of deprivation would see higher levels of impact.	<p>not fully fund their care would be implemented in line with the maximum allowed within national legislation and most other local authorities.</p> <ul style="list-style-type: none"> • As part of the care and support and financial assessment process, disability related expenses (DREs) are considered and applied on a case-by-case basis. An expansive range of expenses are considered and although discretionary, amounts are aligned with the nationally recommended levels. • Upfront and clear information and guidance would be provided to individuals, families, friends and carers to confirm charging arrangements. • A phased approach could be considered to allow people to plan for the additional charges.
Age	Those 65 and above are more likely to be eligible for, and in receipt of formal care services and therefore maybe more	No – Hampshire wide– although the impact would be universal across the county area, communities with higher	<ul style="list-style-type: none"> • Any increase in care charges for residents that do not fully fund their care would be implemented in

	<p>adversely affected than those in the younger cohort. The proposed changes to charging may mean they would be left with less disposable income per month.</p>	<p>levels of deprivation would see higher levels of impact.</p>	<p>line with the maximum allowed within national legislation and most other local authorities.</p> <ul style="list-style-type: none"> • As part of the care and support and financial assessment process, disability related expenses (DREs) are considered and applied on a case-by-case basis. An expansive range of expenses are considered and although discretionary, amounts are aligned with the nationally recommended levels. • Upfront and clear information and guidance would be provided to individuals, families, friends and carers to confirm charging arrangements. • A phased approach could be considered to allow people to plan for the additional charges.
<p>Disability</p>	<p>Clients with a disability are more likely to be in receipt of benefits or on low incomes – the proposed changes to charging may mean they are left with less disposable income per month.</p>	<p>No – Hampshire wide– although the impact would be universal across the county area, communities with higher levels of deprivation would see higher levels of impact.</p>	<ul style="list-style-type: none"> • Any increase in care charges for residents that do not fully fund their care would be implemented in line with the maximum allowed within national

			<p>legislation and most other local authorities.</p> <ul style="list-style-type: none"> • As part of the care and support and financial assessment process, disability related expenses (DREs) are considered and applied on a case-by-case basis. An expansive range of expenses are considered and although discretionary, amounts are aligned with the nationally recommended levels. • Upfront and clear information and guidance would be provided to individuals, families, friends and carers to confirm charging arrangements. • A phased approach could be considered to allow people to plan for the additional charges.
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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-consulting¹⁰.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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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Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Health Contributions	EIA – HQ-25-G AHC 2023/05/31

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	31/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Some of the ways in which the Adults' Health and Care (AHC) Headquarters function supports the delivery of Adult Social Care services include:</p> <ul style="list-style-type: none"> • Ensuring that the right services are in place to meet residents' needs including care at home, residential and nursing care, and that suitable providers are contracted to deliver outsourced services; • Providing information and advice to people and communities, working with them and voluntary sector organisations to prevent and reduce demand for social care services, including through grant funding; • Arranging necessary packages of care with residents and providers, and processing payments; • Transforming our services, and monitoring and analysing performance, to ensure the most efficient use of our resources and ongoing quality of care.
<p>Please explain the new/changed service/policy/project</p>	<p>There is an increased focus across the Hampshire Health and Care System upon closer working between Hampshire County Council (HCC) and the Hampshire and Isle of Wight and Frimley Integrated Care Boards (ICBs), to meet the health and social care needs of Hampshire residents. Our focus is upon improving ways of working and achieving greater cost efficiencies across our collective resources. As consideration for this, the County Council will take steps to ensure that commissioning and brokerage support for the procurement and ongoing management of services provided to the NHS, is appropriately recompensed. This would generate increased income for the Adults' Health and Care Directorate to reinvest into services.</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 – we have engaged with NHS partners and agreed an initial arrangement to ensure that the additional resource that we have put in place to manage our Short Term Services sourced and managed on behalf of health, is appropriately recompensed.

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.

This proposed change in service was referenced in the wider Council's *Making the Most of your money* budget consultation process. As part of this process, stakeholders were made aware of the consultation process and how they could take part. Planning and engagement would continue to take place with stakeholders to identify further areas for any implementation.

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
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	Yes
Basingstoke and Deane	No
East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No
New Forest	No
Rushmoor	No
Test Valley	No
Winchester	No

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	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Disability	Neutral – Whilst no quantitative data is available to assess this impact, there is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Gender reassignment	Neutral – Whilst no quantitative data is available to assess this impact, there is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Pregnancy and maternity	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Race	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Religion or belief	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Sex	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Sexual orientation	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Marriage & civil partnership	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Poverty	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Rurality	Neutral – There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.

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-consulting¹¹.
- 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Digital Automation	<i>EIA – HQ-25-H</i> AHC 2023/05/30

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	30/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Hampshire County Council currently works in partnership with Argenti and PA Consulting to improve outcomes and enable more independent living for adults who need support through the smart use of Technology Enabled Care (TEC).</p> <p>Argenti delivers funded telecare services and equipment on behalf of HCC to users who are eligible to receive services under the Care Act 2014. The Argenti team provides advice on all aspects of the telecare service and also process referrals to the telecare service. Overall responsibility for managing the telecare programme sits with the Adults' Health and Care (AHC) Digital Team, which also oversees IT and digital projects/work within the Adults' Health and Care directorate.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>The proposal is to maximise opportunities for digital automation, to make efficiencies across Adults' Health and Care services. This would include increasing Technology Enabled Care (TEC) take up by service users as a direct replacement of care provided at home and helping people to effectively manage greater risk via TEC and digital services, where it is assessed that it can appropriately meet their needs. This project would also look at other technologies, both internal and external, to establish if digital and technical automation of manual processes could be introduced. These automations may be only for staff use, or to support clients with completion of tasks like assessments, or communications into the County Council.</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?

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.

This proposed change in service was referenced in the wider Council's *Making the Most of your money* budget consultation process. As part of this process, stakeholders including service users and partners were made aware of the consultation process and how they could take part. Significant planning and engagement would take place with stakeholders ahead of any implementation.

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
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
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All Hampshire	Yes
Basingstoke and Deane	No
East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No
New Forest	No
Rushmoor	No
Test Valley	No
Winchester	No

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
Gender reassignment	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Pregnancy and maternity	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Race	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Religion or belief	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Sex	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Sexual orientation	Neutral – no potential impacts anticipated on individuals with this protected characteristic.
Marriage & civil partnership	Neutral – no potential impacts anticipated on individuals with this protected characteristic.

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?	Short explanation of mitigating actions
Poverty	Potential medium negative impact on those who may not have the resources to access digital services.	No – Hampshire wide	Individuals who are assessed as eligible for funded care may receive funded telecare services. We would work with families, friends, carers, communities and partners to ensure individuals are able to access these digital services where it is appropriate to meet their needs. A range of options can be explored including mobile TEC

			but due to the nature of digital connectivity across Hampshire this may not always be possible.
Rurality	Potential medium negative impact on those who may not have the access to digital services because of availability/internet speeds in their location.	No – Hampshire wide	Individuals who are assessed as eligible for funded care may receive funded telecare services. We would work with families, friends, carers, communities and partners to ensure individuals are able to access digital services where it is appropriate to meet their needs. A range of options can be explored including mobile TEC but due to the nature of digital connectivity across Hampshire this may not always be possible.

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
Age	Eligible individuals may have more options available to them to be supported to live more independently and have improved outcomes, through the receipt of telecare services and equipment, or more streamlined ways of communicating digitally with the Council.
Disability	Eligible individuals may have more options available to them to be supported to live more independently and have improved outcomes, through the receipt of telecare services and equipment, or more streamlined ways of communicating digitally with the Council.

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-consulting¹².
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care (AHC)

Headquarters

Name of SP25 proposal:	SP25 Proposal Reference:
Information and Advice	<i>EIA – HQ-25-1</i> AHC 2023/06/30

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Snowdon	AHC	Assistant Director – HQ, Transformation & Digital	sarah.snowdon@hants.gov.uk	0370 7790744	31/05/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality & Inclusion Manager	gloria.kwaw@hants.gov.uk	03707 794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Adults' Health and Care
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>Some of the ways in which the AHC Headquarters function supports the delivery of Adult Social Care services, which includes the duty to provide information and advice, include:</p> <ul style="list-style-type: none"> • Providing information and advice to all residents across Hampshire to enable them to make good choices about their care and support by working with the voluntary sector and other key stakeholders to prevent and reduce demand for social care services, including through grant funding; • Transforming our services, and monitoring and analysing performance, to ensure the most efficient use of our resources and ongoing quality of care.
<p>Please explain the new/changed service/policy/project</p>	<p>The creation of a more streamlined Information, Advice and Guidance service for the public. This would be achieved by reviewing resources and aligning prevention activities and digital tools across Adult Social Care, Children’s Services, Public Health and the NHS in order to deliver a more holistic and seamless information and advice service to the public. Ensuring a continued working relationship with the NHS would help to remove any duplication in information, advice and guidance, and result in continued focus on early intervention and managing demand across Health and Social Care services, as well as a consistent information and advice offer to the public.</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?

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.

This proposed change in service was referenced in the wider Council's *Making the Most of your money* budget consultation process. As part of this process, stakeholders were made aware of the consultation process and how they could take part. Significant planning and engagement would take place with stakeholders ahead of any implementation.

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
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	Yes
Basingstoke and Deane	No

East Hampshire	No
Eastleigh	No
Fareham	No
Gosport	No
Hart	No
Havant	No
New Forest	No
Rushmoor	No
Test Valley	No
Winchester	No

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
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Gender reassignment	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The actual information and advice would not be altered, the proposal is that it would be easier to find in one place enabling additional information to also be surfaced, which should improve the offer to all. In addition a programme of stakeholder engagement would ensure multiple people serving/facing roles across a range of organisations would be aware of this platform and would use it to provide people with information, even in cases where they can't access it themselves.
Pregnancy and maternity	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The actual information and advice would not be altered, the proposal is that it would be easier to find in one place enabling additional information to also be surfaced, which should improve the offer to all. In addition a programme of stakeholder engagement would ensure multiple people serving/facing roles across a range of organisations would be aware of this platform and would use it to provide people with information, even in cases where they can't access it themselves.
Race	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The actual information and advice would not be altered, the proposal is that it would be easier to find in one place enabling additional information to also be surfaced, which should improve the offer to all. In addition the information would consistently come under one accessibility and translating piece of software to ensure that all the information across all areas would be more consistently accessible. In addition a programme of stakeholder engagement would ensure multiple people serving/facing roles across a range of organisations would be aware of this platform and would use it to provide people with information, even in cases where they can't access it themselves.
Religion or belief	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The actual information and advice would not be altered, the proposal is that it would be easier to find in one place enabling additional information to also be surfaced, which should improve the offer to all. In addition a programme of stakeholder engagement would ensure multiple people serving/facing roles across a range of organisations would be aware of this platform and would use it to provide people with information, even in cases where they can't access it themselves.
Sex	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The actual information and advice would not be altered, the proposal is that it would be easier to find in one place enabling additional information to also be surfaced, which should improve the offer to all.
Sexual orientation	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The actual information and advice would not be altered, the proposal is that it would be easier to find in

	one place enabling additional information to also be surfaced, which should improve the offer to all. In addition a programme of stakeholder engagement would ensure multiple people serving/facing roles across a range of organisations would be aware of this platform and would use it to provide people with information, even in cases where they can't access it themselves.
Marriage & civil partnership	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The actual information and advice would not be altered, the proposal is that it would be easier to find in one place enabling additional information to also be surfaced, which should improve the offer to all.
Poverty	Neutral – no potential impacts anticipated on individuals with this protected characteristic. The actual information and advice would not be altered, the proposal is that it would be easier to find in one place enabling additional information to also be surfaced, which should improve the offer to all. In addition a programme of stakeholder engagement would ensure multiple people serving/facing roles across a range of organisations would be aware of this platform and would use it to provide people with information, even in cases where they can't access it themselves.

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
Age	Potential positive impact on individuals with this protected characteristic, as they and their families, friends, carers may have access to an improved online information and advice service.
Disability	Potential positive impact on individuals with this protected characteristic, as they and their families, friends, carers may have access to an improved online information and advice service.
Rurality	Potential positive impact on individuals with this protected characteristic, as they may have access to an improved online information and advice service, and more awareness of and ability to access support and guidance available within their community.

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-consulting¹³.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care

Older Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Review workforce requirements in Older Adults (Reablement including Occupational Therapy)	OA-25-A Adults' Health and Care 2023/06/06

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Helen Style	AHC	Assistant Director	Helen.style@hants.gov.uk	07976896756	06/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Reablement, including Occupational Therapy
Please provide a short description of the service / policy/project/project phase	The Older Adults department within the Adults' Health and Care (AHC) directorate provides social care services for over 10,000 Care Act 2014 eligible people overall at any one time. This includes people over 65 years with a wide range of social care needs. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided

	<p>includes support work, care at home, residential care, reablement and therapy, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend around £220 million on care and support for Older Adults including some jointly funded hospital discharge services.</p> <p>Reablement is a short-term, up to 6-week non-chargeable service that aims to assist a person relearn or regain the skills associated with the activities of daily living, washing, toileting, dressing, managing nutrition etc. following a health or social crisis. The service employs 414 Full Time Equivalent (FTE) posts and that includes 44 FTE Occupational Therapy posts.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This review would be the second stage of a review and restructure that has already commenced in Reablement in Older Adults and would require some further engagement with some stakeholders, including community teams.</p> <p>The Reablement service is already undertaking a redesign and a review of staffing and is currently restructuring in order to generate £500k of savings during 2023/24.</p> <p>The redesign is combining some of the activities of 2 areas into one and is augmenting key management roles in the department, whilst taking some vacant posts out of the structure.</p> <p>This review would follow the footprint of that work carefully and would follow the new design of the service which is becoming more streamlined and is currently being stood up.</p> <p>We are also looking for efficiencies through the use of new technologies and new ways of working across Adults' Health and Care. These workforce savings would be further made through the reduction in the workforce, workforce related costs and travel costs of the department.</p> <p>It is important to note that this would impact on the scope of the Reablement service (as a whole) to surge to support NHS in particular – as this Older Adults service is one that delivers and enables a Home First approach for those users needing to be discharged from hospital at pace and across long hours and into weekends. The service currently overall deals with over 2,500 referrals a month and has been consistently operating at record</p>

breaking levels during Covid and in recent years. Such a high level of service will not be possible once the scope for wider performance is impacted upon by taking numbers of staffing down in order to balance the costs of the department.

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?

Staff consultation for the current restructure phase in Reablement including Occupational Therapy has been conducted. This proposed change in service was referenced in the wider Council's *Making the Most of your money* budget consultation process. As part of this process, stakeholders including service users and partners were made aware of the consultation process and how they could take part. Significant planning and engagement would take place with stakeholders ahead of any implementation.

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 staff affected with HR support and there has been ongoing general engagement with staff but further engagement and potential further formal consultation with staff may be required.

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			✓			staff
Disability				✓		public
Gender reassignment		✓				staff
Pregnancy and maternity		✓				staff
Race		✓				staff

Religion or belief		✓				staff
Sex			✓			Both staff and public
Sexual orientation		✓				staff
Marriage & civil partnership		✓				staff
Poverty			✓			staff
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	Yes
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
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Age	Staff: The demographic mix of the department's workforce shows a higher number of older staff. Further work would be required to identify who falls within the affected staff group and where they work, for example in our directly delivered care provision, this would be clear once further analysis has been carried out. Despite this, the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk to ensure low impact.
Gender reassignment	Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.
Marriage or civil partnership	Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.
Pregnancy and maternity	Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.
Race	Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce.
Religion or belief	Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.
Sexual orientation	Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.
Sex	Public: This project would be focussed upon Reablement, and savings proposed are a small percentage of the overall workforce. However – there is a risk of reductions to services as a result

	and there is a higher level of female users (62% of individuals aged 85+ are female) and they may be disproportionately impacted upon by changes to services. Every effort would be made to protect users of any gender from reductions to services to help neutralise the impact. Staff: The staff gender profile of the service is fairly well balanced but further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated.
Poverty	Staff: Staff affected by the proposal would lose income but there would be no impact on the majority of staff within the service.
Rurality	Public: A reduction in staff may mean that service provision in rural areas may be affected. Every effort would be made to reduce any impact of service users.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	Public: This project would be focussed upon Reablement and Occupational Therapy and as a direct result, disabled users would be impacted upon.		Public: Every effort would be made to protect users from reductions to neutralise the impact that would result from a loss of staff.

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-consulting¹⁴.
 - 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:

The Occupational Therapy service within Reablement has helped to lead a pilot on Stroke recovery for example (an increasing threat to life and wellbeing in Public Health terms for OA) and has currently helped to attain £250k of additional funding through NHS nationally into Hampshire and Isle of Wight as a whole. That sort of additional activity would be severely challenged as reductions in staffing are made.

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care

Older Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Older Adults Care Overview EIA	EIA – OA-25-E Adults' Health and Care 2023.06.02

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Helen Style	AHC	Assistant Director Older Adults	Helen.style@hants.gov.uk	07976896756	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Older Adults – Care Services
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Please provide a short description of the service / policy/project/project phase

Hampshire County Council has a statutory duty to meet the eligible care needs of an individual in line with the Care Act 2014. Support is provided to older adults (those over the age of 65) with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach, thereby, putting the individual at the centre of understanding their needs and how they can achieve their goals. This support is delivered through a variety of care services including the provision of domiciliary care, residential and nursing care, short term beds, day services and respite care.

Some of the ways that older people aged 65 and above with eligible needs are supported include:

- helping people to remain in their own homes for as long as possible, with the aid of services such as assistive care technology, domiciliary care and Direct Payments;
- supporting the health, recovery, and wellbeing of individuals through the work of our teams based in the community and hospitals, and through our Reablement and equipment services, working closely with the NHS;
- providing day care, short-stays, long-term placements and specialist dementia care in County Council-run residential and nursing homes;
- commissioning domiciliary care, residential and nursing placements within the private care market;
- helping people discharge from hospital at an optimum stage in their journey of recovery and support them to onward care services as needed;
- investing in alternative accommodation options that help older people to remain independent while meeting the need for 24-hour care in the most cost-effective way, such as Extra Care Accommodation, that is accommodation that can meet nighttime need, as a viable alternative to residential care.

<p>Please explain the new/changed service/policy/project</p>	<p>Strengths based approach (SBA) maximises the assets around an individual that will improve the individual's quality of life and life opportunities. This includes utilising family, networks, either existing or new, the voluntary sector, Technology Enabled Care (TEC) and care. This is a continuation of SBA, in terms of the development of this approach, and learning lessons over the past few years, furthermore, in bedding SBA more deeply into working practice and systems.</p> <p>We would be making sure people receive early and proactive support and review before their needs escalate including reviewing paid for care packages to ensure that they are as cost effective and managed as efficiently as is possible including reducing unnecessary care hours where it is safe to do so, whilst using all other assets available such as the voluntary sector and families to minimise escalation of need.</p> <p>We would work to improve the use of capacity within the entire market for care packages, including County Council-run HCC Care services and Extra Care accommodation.</p>
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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.

This proposal was referenced in the wider Council's Making the Most of your money budget consultation process. As part of this process, stakeholders including service users and partners were made aware of the consultation process and how they could take part. No specific consultation has been carried out on this proposal, and Stage two consultation is not required, as it is an extension of strengths-based working. However, the live longer better Public Health campaign has been socialised, and the application of strengths-based approaches is aligned with live longer better alongside the principles of an enabling ethos, and maximising independence for older adults.

Engagement with individual service users and carers would be carried out at either the point of assessment or review and viable alternatives discussed, so that individuals' views and needs can be taken into account.

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
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	Yes
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
Gender reassignment	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic. SBA would be used regardless of protected characteristic.
Pregnancy and Maternity	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic.
Race	Care would be offered regardless of protected characteristics and users from different backgrounds have a universal service offer. The effect of changes would be proportionate to different cultural groups. SBA would be used regardless of protected characteristic.
Religion or belief	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic. SBA would be used regardless of protected characteristic.
Sex	As 62% of individuals aged 85+ are female they may be disproportionately impacted by changes to services. SBA would be used regardless of protected characteristic.
Sexual orientation	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic. SBA would be used regardless of protected characteristic.
Marriage & civil partnership	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic. SBA would be used regardless of protected characteristic.
Poverty	There is no indication that there would be disproportionate impacts on individuals with this protected characteristic. SBA would be used regardless of protected characteristic.

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
Rurality	<p>Emergency care/ care and support in more rural settings can be difficult to source quickly that may lead to poorer outcomes</p> <p>This is an extension of the current savings and review programme for older adults which aims to deliver and maintain similar outcomes for older adults where possible both in rural and non-rural locations.</p>		<p>The market is under constant review. Following extensive work with the market, there have been improvements in many rural areas in recent months that means that the likelihood of a negative outcome is now less likely.</p> <p>There are surgery sign-posters based in GP surgeries that can support navigation to local voluntary services.</p> <p>Connect to Support Hampshire has locality-based groups that can be accessed.</p>

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
Age	Lessons learnt from SBA indicates that spending more time with older people and maximising assets available has more positive outcomes.
Disability	SBA supports older adults with disabilities and promotes an enablement approach to maximise independence whilst taking into account an individual's disability.

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-consulting¹⁵.
 - 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:

Older Adults services' aim in general and in individual circumstances (in line with the Care Act 2014) is to increase the independence of individuals, provide alternatives to long term residential care and deliver savings and efficiencies against current spending on Older Adults services by:

- supporting individuals to meet their care needs and maintain independence in the community without the need or minimise paid for services from Older Adults;
- meeting an individual's care needs using alternatives to a "traditional care approach" i.e., domiciliary care and residential care, through greater use of telecare, extra care, local community and voluntary organisations alongside better use of technology to reduce the demand on services and develop capacity in the marketplace for an increasing older population.
- supporting a Home First approach from Hospital i.e. placing strong emphasis ensuring where possible individuals go home rather than receive a bedded service when a better outcome is to go home.
- reducing the need for long term residential care by providing suitable alternatives, both short term and long term, including use of temporary short stay beds following discharge from hospital and increasing viable alternatives such as Extra Care models of care.
- having access to equipment in the home that enhances an individual's quality of life without the need for paid for care.

Supporting individuals to remain safely at home for as long as possible and through maximising community-based opportunities, whilst ensuring their eligible needs are met, supports the prevention of frailty outcomes such as falls. When individuals experience a reduction of skills and mobility through being in a more controlled setting such as a hospital ward for a prolonged period, having a comprehensive discharge reablement service, with a home first ethos, would support people to live as independently as possible.

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Review support provided for people with learning disabilities in employment	YA-25-A Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Supported employment service
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>This project would focus on a review of supported employment service for people with learning disabilities. 136 people currently use the supported employment service.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA); this would apply in the same way to anyone receiving services.</p> <p>This proposal is a review of how to best deliver supported employment to people with a learning disability, exploring alternative support for people with an eligible need. This could result in changes to support, or a removal of support, for some individuals.</p> <p>These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.</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. These proposals were considered as part of that consultation.

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.

No specific consultation has been carried out on this proposal, however it was referenced in the Making the Most of your Money budget consultation (2024-2026).

Feedback on this proposal has been received from the Making the Most of your Money budget consultation (2024-2026). This feedback has stressed the importance of supporting young adults with a disability into employment. As part of any changes to the current arrangements, individuals currently supported in employment would have their care and support needs assessed as part of a Care Act assessment to determine how best to meet those needs in the future. If the person has an eligible need for employment support then this would continue. Individuals would be supported to access alternative sources of support and funding such as that available from the Department of Work and Pensions.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
Marriage & civil partnership		✓				Public
Poverty		✓				Public

Rurality		✓					Public
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Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	Yes
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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. People receiving a review of the supported employment service would be across the age range within Young Adults.
Gender reassignment	The application of the supported employment project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the supported employment project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.

Pregnancy and maternity	The application of the supported employment project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the supported employment project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the supported employment review project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the supported employment review project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the supported employment review project would have a neutral impact on those Young Adults who have the protected characteristic of sex.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	These proposals would impact upon people with learning disabilities. Some choices that are currently available and that are more expensive in	No	Assessed Care Act eligible outcomes would still be met in line with legislation.

	<p>comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes and may also receive other services subject to other savings proposals within Young Adults.</p>		<p>Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re-assessment process.</p> <p>If the person has an eligible need for employment support then this would continue. Individuals would be supported to access alternative sources of support and funding such as that available from the Department of Work and Pensions.</p> <p>Social workers and practitioners would take a holistic view of the person and their carers needs and consider all the services they receive when assessing their needs and any changes.</p>
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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-consulting¹⁶.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026) as detailed above.

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Review workforce requirements in Younger Adults	YA-25-B Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Younger Adults Community Teams
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Please provide a short description of the service / policy/project/project phase

The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.

There are approximately 365 Full Time Equivalent staff in Young Adults Community teams with an overall cost of £15.6 million.

Please explain the new/changed service/policy/project

This review is in the early stages of planning and requires engagement with all stakeholders including community teams. To reflect staffing pressures and to protect the frontline the proposed target for saving only equates to 2 percent of overall staffing costs. This is between 6 and 10 Full Time Equivalents depending upon the pay scales of the roles to be reduced.

There is a need to look for efficiencies through the use of new technologies and new ways of working across Adults' Health and Care. Savings would be made through a reduction in the workforce, workforce related costs and travel costs of the department. Changes to ways of working to meet the delivery of outcomes to our population and the attendant operational demands would be required to mitigate the reduction in staff numbers.

The exact posts and Younger Adults teams potentially affected would not be known until significant further work is undertaken, however this would be designed to have minimal impact upon capacity. The project would involve changing how the department is organised and the way it works.

It is important to note that this is a relatively small, targeted saving, less than two percent of the overall workforce and every effort would be made to achieve this without placing any of the workforce at risk. Given pressure upon teams, frontline teams and services would also be protected with no savings proposed in that area.

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. These proposals were considered as part of that consultation.

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.

No specific consultation has been carried out on this proposal, however it was referenced in the Making the Most of your Money budget consultation (2024-2026). There has been ongoing general engagement with staff but further engagement and potential further formal consultation with staff may be required.

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			✓			Staff
Disability			✓			Staff
Gender reassignment		✓				Staff
Pregnancy and maternity		✓				Staff
Race		✓				Staff
Religion or belief		✓				Staff
Sex		✓				Staff
Sexual orientation		✓				Staff

Marriage & civil partnership		✓				Staff
Poverty		✓				Staff
Rurality		✓				Staff

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	Yes
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>Public: Savings proposed are a small percentage of the overall workforce. The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact.</p> <p>Staff: The demographic mix of the department's workforce shows a higher number of older staff. Further work would be required to identify who falls within the affected staff group and where they work, for example in our directly delivered care provision, this would be clear once further analysis has been carried out. Despite this the potential impact is low given the small percentage of the</p>

	<p>proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk to ensure low impact.</p>
Gender reassignment	<p>Public: Savings proposed are a small percentage of the overall workforce The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact.</p> <p>Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.</p>
Marriage or civil partnership	<p>Public: Savings proposed are a small percentage of the overall workforce. The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact on delivery.</p> <p>Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.</p>
Pregnancy and maternity	<p>Public: Savings proposed are a small percentage of the overall workforce. The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact.</p> <p>Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.</p>
Race	<p>Public: Savings proposed are a small percentage of the overall workforce The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact.</p> <p>Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.</p>

Religion or belief	<p>Public: Savings proposed are a small percentage of the overall workforce. The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact.</p> <p>Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.</p>
Sexual orientation	<p>Public: Savings proposed are a small percentage of the overall workforce. The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact.</p> <p>Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.</p>
Sex	<p>Public: Savings proposed are a small percentage of the overall workforce. The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact.</p> <p>Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.</p>
Disability	<p>Public: Savings proposed are a small percentage of the overall workforce The frontline would be protected from reductions to neutralise the impact on community team services to the public so there would be no impact.</p> <p>Staff: Further work would be required to identify who falls within the affected staff group. This would be clear once further analysis has been carried out and the EIA would subsequently be updated. Despite this the potential impact is low given the small percentage of the proposed saving compared to overall workforce. All efforts would be made to avoid placing staff at risk.</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 below 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-consulting¹⁷.

- 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Exploring integration opportunities for Mental Health services with the NHS	YA-25-C Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Residential, domiciliary and supported accommodation services as well as social work services.
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>Some people who have been kept in hospital subject to the Mental Health Act are entitled to Section 117 aftercare services, which include healthcare, social care and supported accommodation. The services are designed to prevent re-admission to hospital. There are approximately 420 people subject to Section 117 in Hampshire. This project would particularly focus upon exploring opportunities to work more closely with the NHS to support people subject to Section 117 looking at strengths based and least restrictive solutions, which maximise use of community resources and support people to live as independently as possible. This project would assist in reducing the confusion and duplication currently experienced, whilst also saving money.</p> <p>The ability to establish an integrated care structure is codified within the National Health Services Act 2006. An agreement made under Section 75 of the Act can include arrangements for pooling resources and delegating certain NHS and local authority health-related functions to the other partner(s) if it would lead to an improvement in the way those functions are exercised. It is not yet determined what form the integration plans would take. Equality Impact Assessments would be updated as integration plans are developed. This opportunity may be subject to a subsequent public consultation in addition to the balancing the budget consultation.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This is a new approach to working more closely with the NHS to support people subject to Section 117 discharge arrangements. We would look to deliver outcomes which would</p>

	<p>maintain similar or improved outcomes for Younger Adults where possible but through a more cost-effective method of delivery.</p> <p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA); this would apply in the same way to anyone receiving services.</p> <p>It is likely that for a large percentage of those assessed the support that they receive would change. These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation / savings programmes.</p>
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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. These proposals were considered as part of that consultation.

This proposed change may also be subject to a further public consultation on the integration of aspects of the NHS and Adults Health and Care services for people with mental health problems subject to Section 117 aftercare as required.

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.

No specific consultation has been carried out on this proposal, however it was referenced in the Making the Most of your Money budget consultation (2024-2026). There has been wider ongoing general engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel regarding the SP25 proposals as part of the Making the Most of your Money consultation. A further specific public consultation would be held to share developed integration proposals prior to integration of any services.

Feedback received from the Making the Most of your Money consultation, indicates that where mentioned, respondents were largely in favour of greater co-operation and closer working between Hampshire County Council and the NHS. Individual responses received from the 2 Integrated Care Boards that cover Hampshire also indicated that they would welcome continued closer working with the County Council.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
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	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	

Winchester	
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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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. People receiving mental health section 117 services would be across the age range within Younger Adults. We would ensure that those over 65 years subject to Section 117 would be considered and a similar approach taken.
Gender reassignment	The application of the Section 117 project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the Section 117 project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.
Pregnancy and maternity	The application of the Section 117 project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the Section 117 project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.

Religion or belief	The application of the Section 117 project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the Section 117 project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the Section 117 project would have a neutral impact on those Young Adults who have the protected characteristic of sex.

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?	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with mental health problems subject to Section 117 of the Mental Health Act. Some choices that are currently available are more expensive in comparison to other alternatives that meet their needs and may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re- assessment process.</p> <p>This proposal would not affect an individual's right or access to Section 117 aftercare services.</p> <p>The Least Restrictive Practice team would work with people to reduce challenging behaviours and ensure that the least restrictive support arrangements are provided.</p>

	<p>programmes and may also receive other services subject to other savings proposals within Young Adults.</p>		<p>Social workers and practitioners would take a holistic view of the person and their carer's needs and consider all the services they receive when assessing their needs and any changes.</p> <p>Working more closely with the NHS to support people subject to Section 117 could improve outcomes through a more coordinated response.</p> <p>A further public consultation would be held prior to any integration of services.</p>
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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-consulting¹⁸.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026) as detailed above.

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Application of Strengths Based Approaches and further extension of Strengths Based Approach across Young Adults	YA-25-K and D Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Domiciliary care, residential care, supported living and day services for Young Adults
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Please provide a short description of the service / policy/project/project phase

The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.

Please explain the new/changed service/policy/project

This is an extension of the current Savings Programme to 2023 (SP23) for Younger Adults, the outcomes of which aims to deliver and maintain similar outcomes for Younger Adults where possible but through a more cost-effective method. This approach would be applied to all reviews, regardless of whether someone is in receipt of services provided by or commissioned by the County Council or in receipt of a direct payment. The review would include exploration of the potential for:

- A greater emphasis on community support (without a cost to the County Council);
- Support to develop self-sustaining networks;
- Time limited support to develop skills;
- Increased use of technology.

Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA), as outlined in the bullet points above; this would apply in the same way to anyone receiving services.

It is likely that for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes. They may also receive a range of services and might therefore be impacted by more than one savings strategy within Younger Adults although this risk would be mitigated by a holistic assessment of need.

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. These proposals were considered as part of that consultation.

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.

No specific consultation has been carried out on this proposal, which is a continuation of the SP23 Strengths Based initiative in Younger Adults. However it was referenced in the Making the Most of your Money budget consultation (2024-2026).

There has been ongoing general engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
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	Yes
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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. Strengths Based Approaches would be applied similarly across all young adults irrespective of age. Services for people over 65 years old receiving services from the Older Adults department would be affected by similar Strengths Based Approaches as part of the Council's overall SP25 programme.

Gender reassignment	The application of the Strengths Based Approaches project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender assignment.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the Strengths Based approaches project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.
Pregnancy and maternity	The application of the Strengths Based Approaches project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the Strengths Based approaches project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the Strengths Based Approaches project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the Strengths Based Approaches project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the Strengths Based Approaches project would have a neutral impact on those Young Adults who have the protected characteristic of sex.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with learning disabilities, physical disabilities and mental health problems receiving services. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed that the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received, as a result of earlier programmes and may also receive other services subject to other savings proposals within Young Adults.</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re-assessment process.</p> <p>Social workers and practitioners would take a holistic view of the person and consider all the services they receive when assessing their needs and any changes.</p>

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-consulting¹⁹.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Expansion of HCC Care to provide more long-term services for people with disabilities	YA-25-E Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Residential care and supported living services
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>This project would particularly focus upon creating more HCC Care provision for Young Adults.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA); this would apply in the same way to anyone receiving services.</p> <p>This is a new programme for Younger Adults designed to create new HCC Care services for Younger Adults as an alternative to independent sector provision. HCC Care has a track record of providing good quality service for Younger Adults. The review would include the identification of people who would benefit from moving into new HCC Care services once they were established. It is not yet determined what new services are required or in what location. Once this work is complete there may be a requirement for further engagement or consultation.</p> <p>It is likely that for a large percentage of those assessed the support that they receive would change. These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.</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. These proposals were considered as part of that consultation.

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.

No specific consultation has been carried out on this proposal, which is a new developing initiative, however it was referenced in the Making the Most of your Money budget consultation (2024-2026).

There has been wider ongoing general engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel on the Making the Most of your Money budget consultation.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
Marriage & civil partnership		✓				Public
Poverty		✓				Public

Rurality		✓					Public
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Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	Yes
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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. People moving into new HCC Care services would be across the age range within Young Adults.
Disability	<p>These proposals would impact upon people with learning disabilities, physical disabilities and mental health problems receiving services. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available. However, given the consistent quality of care and support that HCC Care provides in its services, people would be well-placed to have their care and support needs met in suitable environments / accommodation.</p> <p>Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re- assessment process.</p>

	<p>The Least Restrictive Practice team would work with people to reduce challenging behaviours and ensure least restrictive support is at the centre of their care package.</p> <p>These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes and may also receive other services subject to other savings proposals within Younger Adults.</p>
Gender reassignment	The application of the HCC Care project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the HCC Care project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.
Pregnancy and maternity	The application of the HCC Care project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the HCC Care project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the HCC Care project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the HCC Care project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the HCC Care project would have a neutral impact on those Young Adults who have the protected characteristic of sex.

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 below 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-consulting²⁰.

- 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
A further review and increase in the use of supported living models and a decrease in the use of residential care for some Young Adults	YA-25-F Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Domiciliary care, residential care, supported living, day and other services
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>This project would focus upon creating more supported living opportunities for Young Adults and decreasing the use of residential care. There are currently around 900 Young Adults living in residential care and around 1,460 people living in supported accommodation services.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This is an extension of the current Savings Programme to 2023 (SP23) for Young Adults, which aims to deliver and maintain good outcomes for Younger Adults where possible, but through a more cost-effective method, and by supporting people to live in the most appropriate accommodation. The review would include the identification of people who would benefit from moving into supported accommodation when supported accommodation/ living services are more cost effective and where it brings benefits for the service user, enabling greater levels of independence and tenancy rights for individuals.</p> <p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA) that would apply in the same way to anyone receiving services.</p> <p>A strengths-based approach includes approaches such as a greater emphasis on community support (without a cost to the County Council); support to develop self-sustaining networks; time limited support to develop skills; increased use of technology.</p>

It is likely that for a large percentage of those assessed, the support that they receive would change or reduce. These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.

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. These proposals were considered as part of that consultation.

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.

No specific consultation has been carried out on this proposal, which is an extension of the SP23 supported living initiative, however it was referenced in the Making the Most of your Money budget consultation (2024-2026).

There has been ongoing general engagement about the roll-out of supported accommodation with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
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	Yes
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
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Age	The Younger Adults Department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. People moving into supported accommodation are across the age range within Younger Adults.
Gender reassignment	The application of the supported accommodation project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the supported accommodation project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.
Pregnancy and maternity	The application of the supported accommodation project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the supported accommodation project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the supported accommodation project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the supported accommodation project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the supported accommodation project would have a neutral impact on those Young Adults who have the protected characteristic of sex.
Poverty	The application of the supported accommodation project would have a neutral impact on those Young Adults who have the protected characteristic of poverty.
Rurality	The application of the supported accommodation project would have a neutral impact on those Young Adults who have the protected characteristic of rurality.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact people with learning disabilities, physical disabilities and mental health problems receiving services. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes and may also receive other services subject to other savings proposals within Younger Adults.</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options for accommodation with individuals who use services as part of the review and re-assessment process.</p> <p>The Least Restrictive Practice team would work with people to reduce challenging behaviours and ensure the least restrictive support is in place.</p> <p>Social workers and practitioners would take a holistic view of the person and consider all the services they</p>

	<p>There are also positive impacts of these proposals; an increase in the use of the supported accommodation model can be advantageous for Young Adults, improving their quality of accommodation, their rights to remain in accommodation (tenancy rights) and their financial circumstances.</p>		<p>receive when assessing their needs and any changes.</p> <p>Supported accommodation provides tenancy rights and more choice and personalised support than might be possible in residential care. It can also provide more financial benefit for the Young Adult through greater benefits entitlement. People moving into supported living would receive appropriate support to enable them to transition to their new accommodation.</p>
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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-consulting²¹.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Transition strategies	YA-25-G Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Domiciliary care, residential care, supported living, day and other services
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>This project would particularly focus upon Young Adults in transition from Children's Services, Special Educational Needs teams, Care Leavers and other children approaching adulthood in crisis who are new to services who appear to be in need of Community Care services. There are 171 people to receive transition services in 2023/24.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This is an extension of the current Savings Programme to 2023 (SP23) for Younger Adults which aims to deliver and maintain similar outcomes for Younger Adults where possible but through a more cost-effective method. The review would include exploration of the potential for:</p> <ul style="list-style-type: none"> • Greater understanding of the causes of challenging behaviour enabling strategies and practices to reduce these behaviours with subsequent reductions in support needs (least restrictive practice); • Application of a Strengths Based Approach maximising independence; • Exploring alternative models of care; • Exploring alternative providers; • Where someone has complex needs, exploring eligibility for NHS funding. <p>A strengths-based approach includes approaches such as a greater emphasis on community support (without a cost to the County Council); support to develop self-sustaining networks; time limited support to develop skills; increased use of technology.</p> <p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst</p>

ensuring their care needs are met through a Strengths Based Approach (SBA); this would apply in the same way to anyone receiving services.

It is likely that for a large percentage of those assessed the support that they receive would change or reduce. These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.

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. These proposals were considered as part of that consultation

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.

No specific consultation has been carried out on this proposal, which is an extension of the SP23 Strengths Based initiative, however it was referenced in the Making the Most of your Money budget consultation (2024-2026).

There has been ongoing general engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
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	Yes

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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. Young people in the transition cohort are all between 18- 25 years. However the overarching Strengths Based approach taken to people in transition would be similar irrespective of age and across Younger Adults.
Gender reassignment	The application of the transition project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the transitions project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.
Pregnancy and maternity	The transitions project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the transitions project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the transitions project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the transitions project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the transitions project would have a neutral impact on those Young Adults who have the protected characteristic of sex.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with learning disabilities, physical disabilities and mental health problems in transition to adulthood and receiving or requiring new services. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes and may also receive other services subject to other savings proposals within Young Adults.</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re-assessment process.</p> <p>The Least Restrictive Practice team would work with people to reduce challenging behaviours and ensure least restrictive support which would support greater independence and quality of life.</p> <p>Social workers and practitioners would work with Childrens' Services and would take a holistic view of the</p>

			person and consider all the services they receive when assessing their needs and any changes.
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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-consulting²².
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Increase the use of volunteers to support young adults	YA-25-H Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Domiciliary care and supported living services
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>This project would focus on the use of volunteers to support individuals as an alternative to formal care and support for those people who do not require personal care. Volunteers would go through a thorough vetting process and be matched with people based upon their interests and preferences.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA); this would apply in the same way to anyone receiving services.</p> <p>Service users would have their needs and preferences matched with fully checked volunteers employed by the voluntary sector. Volunteers would only be used where non-registered care (for example not personal care) is required.</p> <p>This is a further continuation and extension of the Savings Programme to 2023 (SP23) programme within Younger Adults, which aims to deliver and maintain similar outcomes for Younger Adults where possible but through a more cost-effective method.</p> <p>It is likely that for a large percentage of those assessed the support that they receive would change. These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.</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. These proposals were considered as part of that consultation.

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.

No specific consultation has been carried out on this proposal, however it was referenced in the Making the Most of your Money budget consultation (2024-2026). It is an extension of the SP23 volunteers programme and there has been extensive engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel.

Feedback on this proposal was received from the Making the Most of your Money budget consultation (2024-2026). Some people and organisations were broadly supportive of the use of volunteers, however there were concerns raised about the potential shortage of volunteers, especially post-covid, and the potential impacts this may have on the voluntary sector. As set out above, this is a continuation of an existing initiative, which is already established with voluntary sector organisations.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
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	Yes
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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. People receiving volunteers as an alternative to domiciliary care would be across the age range within Young Adults.

Gender reassignment	The application of the volunteers project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the volunteer project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments will be offered to partners of individuals who may be undertaking caring roles.
Pregnancy and maternity	The application of the volunteer project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the volunteer project would have a neutral impact on those young adults who have the protected characteristic of race. If required, training around cultural appropriateness may be offered to volunteers. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the volunteer project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. If appropriate training around different faiths / beliefs may be offered to volunteers. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the volunteers project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the volunteers project would have a neutral impact on those Young Adults who have the protected characteristic of sex.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with learning disabilities, physical disabilities and mental health problems receiving services. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes and may also receive other services subject to other savings proposals within Younger Adults.</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re-assessment process.</p> <p>Social workers and practitioners would take a holistic view of the person and consider all the services they receive when assessing their needs and any changes.</p> <p>Volunteers would only be used in situations where registered care (for example personal care) is not required and where it is assessed as appropriate to do so.</p> <p>Increases in the use of volunteers as an alternative to</p>

			paid for care may provide more personalised and consistent support for some Young Adults.
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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-consulting²³.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026) as detailed above.

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Review use of wellbeing centres and explore alternative funding	YA-25-I Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	gloria.kwaw@hants.gov.uk	0370 7794934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Wellbeing centre support
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>The Younger Adults Mental Health service contributes to the funding of wellbeing centres in Hampshire with the majority of funding provided by the Integrated Care Board and from Public Health. Funding from the NHS has increased in recent years due to investment from NHS England in the Community Mental Health Transformation programme.</p> <p>Wellbeing centres are delivered by the voluntary sector and serve a total of 14,000 people with centres in Havant, Fareham, Eastleigh, Basingstoke, Farnborough, Winchester, Andover, Gosport, Hythe and New Milton with some satellite bases in rural areas. Many services are open access and no services are subject to assessment of Adults' Health and Care eligibility. Services include support for people with anxiety, depression and other mental health problems. Most services are time limited and include group sessions and peer support.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This review is in the early stages of planning and requires engagement with several stakeholders. The review could result in a reduction in the level of funding provided by Adults' Health and Care for wellbeing centres. Impact would be dependent upon whether other agencies are able to review and increase their funding or provide services differently to maintain output. It is possible that some people who would have previously accessed the service would no longer be able to as a result. It is possible that some people who use wellbeing services who are eligible for social care services could have their wellbeing service offer reduced. Wellbeing centre services are not dependent upon eligibility under the Care Act 2014.</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. These proposals were considered as part of that consultation.

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.

No specific consultation has been carried out on this proposal, however it was referenced in the Making the Most of your Money budget consultation (2024-2026).

This proposal generated a significant amount of feedback as part of the Making the Most of your Money consultation. Individuals and organisations that support people with mental health issues, expressed concern at the impact this could have on the mental health services for people. The 2 Integrated Care Boards that cover Hampshire have expressed a wish to understand further the impact this proposal would have on delivery of services via the Mental Health Wellbeing Centres.

The directorate would work closely with the NHS and voluntary sector to identify and mitigate any impacts. Impact would be dependent upon whether other agencies are able review and increase their funding or provide services differently to maintain outcomes.

Engagement with the voluntary sector organisations who run the wellbeing centres, NHS and public health partners would also be necessary alongside engagement with wellbeing centre service users should this proposal be taken forward.

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
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	Yes
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	There is no known impact currently. People can receive services from wellbeing centres from across the age range. Access is not based upon eligibility for services provided by Adults' Health and Care and service recipients are not necessarily known to Adults' Health and Care. The age

	profile of people using services and potential impacts would be considered and mitigated as part of further engagement with the voluntary sector and EIA would be updated.
Gender reassignment	The review of Adults' Health and Care funding of wellbeing centres would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. There are no specific gender reassignment services funded by Adults' Health and Care in wellbeing centres. The profile of people using services and potential impacts would be considered and mitigated as part of further engagement with the voluntary sector and EIA would be updated.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The wellbeing centre review would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments will be offered to partners of individuals who may be undertaking caring roles. The profile of people using services and potential impacts would be considered and mitigated as part of further engagement with the voluntary sector and EIA would be updated.
Pregnancy and maternity	The project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity. The profile of people using services and potential impacts would be considered and mitigated as part of further engagement with the voluntary sector and EIA would be updated.
Race	The project would have a neutral impact on those young adults who have the protected characteristic of race. Access to wellbeing centres is not based upon eligibility for services provided by Adults' Health and Care and the people are not necessarily known to Adults' Health and Care. The ethnicity of people using services and potential impacts would be considered and mitigated as part of engagement and EIA would be updated.
Religion or belief	The project would have a neutral impact on people who have the protected characteristic of religion or belief. Practitioners will ensure that religion or belief is respected, and care provision is based on individual need. Access to wellbeing centres is not based upon eligibility for services provided by Adults' Health and Care and the people are not necessarily known to Adults' Health and Care. The religion or belief of people using services and potential impacts would be considered and mitigated as part of engagement and EIA would be updated.
Sexual orientation	The project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation. Access to wellbeing centres is not based upon eligibility for services provided by Adults' Health and Care and the people are not necessarily known to Adults'

	Health and Care. The sexual orientation of people using services and potential impacts would be considered as part of engagement and EIA would be updated.
Sex	The project would have a neutral impact on those wellbeing centre service recipients who have the protected characteristic of sex. Access to wellbeing centres is not based upon eligibility for services provided by Adults' Health and Care and the people are not necessarily known to Adults' Health and Care. The sex of people using services and potential impacts would be considered as part of engagement and EIA would be updated.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with mental health problems who receive wellbeing centre services and potential future users of wellbeing centre. Some choices that are currently available may cease to be available.</p> <p>It is possible that some people who would have previously accessed the service would no</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options with individuals who are eligible for services as part of the review and re-assessment process.</p>

	<p>longer be able to as a result of this review. It is possible that some people who use wellbeing services who are eligible for social care services would have their wellbeing service offer reduced or ceased although wellbeing centre services are not dependent upon eligibility under the Care Act 2014.</p>		<p>The directorate would work closely with the NHS and voluntary sector to identify and mitigate any impacts. Impact would be dependent upon whether other agencies are able to review and increase their funding or provide services differently to maintain output.</p>
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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-consulting²⁴.
- 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026) as detailed above.

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Review the use of technology in residential care and supported living with a particular focus upon night support	YA-25-L Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Domiciliary care, residential care, supported living, day and other services for Younger Adults – see below
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>This project would particularly focus upon increasing the use of technology to support the provision of care in residential care and supported living services with a particular focus upon night support. There are currently around 900 Young Adults living in residential care and around 1,460 people receiving supported accommodation services.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA); this would apply in the same way to anyone receiving services.</p> <p>This is an extension of the current Savings Programme to 2023 (SP23) for Younger Adults which aims to deliver and maintain similar outcomes for Younger Adults where possible but through a more cost-effective method using technology to support people as an alternative to traditional care and support at night.</p> <p>It is likely that for a large percentage of those assessed the support that they receive would change or reduce. These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation or savings programmes.</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. These proposals were considered as part of that consultation

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.

No specific consultation has been carried out on this proposal however it was referenced in the Making the Most of your Money budget consultation (2024-2026). It is an extension of the SP23 Strengths Based initiative. However, there has been ongoing general engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel.

Feedback on proposals to increase the use of technology, as part of the Making the Most of your Money budget consultation (2024-2026), indicated some concern that some people may not have access to the internet / broadband, however this proposal focuses on installing technology into residential and supported living accommodation where internet / broadband is in place.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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

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	Yes
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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. The use of technology would be explored in supported settings across the age range within Younger Adults.
Gender reassignment	The application of the technology project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender.

Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The exploration of the use of technology project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners, spouses etc of individuals who may be undertaking caring roles.
Pregnancy and maternity	The application of the technology project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the use of technology project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the use of technology project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the use of technology in supported accommodation settings project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the use of technology in supported living settings project would have a neutral impact on those Young Adults who have the protected characteristic of sex.
Poverty / Rurality	Feedback on proposals to increase the use of technology, as part of the Making the Most of your Money budget consultation (2024-2026), indicated some concern that some people may not have access to the internet / broadband, however this proposal focuses on installing technology into residential and supported livings where internet / broadband is in place.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with learning disabilities, physical disabilities and mental health problems living in supported accommodation and residential care. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes and may also receive other services subject to other savings proposals within Young Adults.</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re-assessment process.</p> <p>Social workers and practitioners would take a holistic view of the person and consider all the services they receive when assessing their needs and any changes.</p> <p>The greater use of technology would be subject to individual risk assessment and only used where alternatives are safe.</p> <p>The greater use of technology may increase the independence of, and reduce</p>

			restrictive practices in, packages of care for some young adults in residential care and supported living.
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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-consulting²⁵.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026) as detailed above.

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Review the provision of transport and consider alternatives	YA-25-M Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	Transport services
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>This project would focus on a review of the use of transport for young adults.</p> <p>Transport is primarily used to enable people to attend day services. There are approximately 1,400 people who attend day services that are supported by the Younger Adults department.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Options considered would be more cost-effective transport, use of personal resources, use of Direct Payments, use of public transport services or using social care services in closer proximity to the person's home address.</p> <p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA); this would apply in the same way to anyone receiving services.</p> <p>A strengths-based approach includes approaches such as a greater emphasis on community support (without a cost to the County Council); support to develop self-sustaining networks; time limited support to develop skills; increased use of technology.</p> <p>This is a further continuation and extension of the strengths based Savings Programme to 2023 (SP23) programme within Younger Adults, the outcomes of which would specifically look to deliver and maintain similar outcomes for Younger Adults where possible but through a more cost-effective method.</p>

It is likely that for a large percentage of those assessed the support that they receive would change. These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.

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. These proposals were considered as part of that consultation

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.

No specific consultation has been carried out on this proposal, however it was referenced in the Making the Most of your Money budget consultation (2024-2026).

Feedback received as part of the Making the Most of your Money consultation, indicates that where mentioned people were largely against reductions in funding for transport, however this did also cover public transport. These proposals however would focus on the use of more cost-effective transport options such as use of personal resources or use of direct payments.

There has been ongoing general engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
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
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All Hampshire	Yes
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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. People receiving a review of transport services would be across the age range within Younger Adults.
Gender reassignment	The application of the transport project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners would ensure that they treat people as individuals, irrespective of their gender.
Marriage or civil partnership	The project would have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the transport project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments will be offered to partners of individuals who may be undertaking caring roles.
Pregnancy and maternity	The application of the transport project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of the transport project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the transport review project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the transport review project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.
Sex	The application of the transport review project would have a neutral impact on those Young Adults who have the protected characteristic of sex.

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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with learning disabilities, physical disabilities and mental health problems receiving transport. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes and may also receive other services subject to other savings proposals within Young Adults.</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options for transport provision with individuals who use services as part of the review and re-assessment process.</p> <p>Social workers and practitioners would take a holistic view of the person and their carers needs and consider all options for transport for the services they receive when assessing their needs and any changes.</p>

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-consulting²⁶.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026) as detailed above.

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:

Adults' Health and Care

Younger Adults

Name of SP25 proposal:	SP25 Proposal Reference:
Review and manage the provision of high-cost placements within Young Adults	YA-25-N Adults' Health and Care Date 01.06.2023

EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jessica Hutchinson	AHC	Assistant Director	Jessica.Hutchinson@hants.gov.uk	07557045553	02/06/2023	v0.2
2	EIA authoriser	Graham Allen	AHC	Deputy Chief Executive & Director AHC	graham.allen@hants.gov.uk	03707 795574	15/08/2023	v0.2
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.kwaw@hants.gov.uk	0370 779 4934	14/08/2023	v0.2

Section one – information about the service and service change

Service affected	High-cost residential care and high cost supported living services
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>The Younger Adults department within the Adults' Health and Care (AHC) directorate provides social care services for 7,250 people overall. This includes all people over 18 years with learning disabilities and people of working age with physical disabilities and mental health problems. Those receiving services have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, direct payments and other services. In the financial year 2023/24 Hampshire County Council planned to spend £185 million on care and support for Young Adults.</p> <p>This project would particularly focus upon Young Adults with complex needs who live in high-cost placements. The definition of a high-cost placement is different in each care group due to differences across the different needs and risks presented. Currently there are between 60 and 70 high-cost placements costing over £1,750 per week each for people with physical disabilities, approximately 50 high-cost placements costing over £3,000 per week each for people with learning disabilities and between 40 and 50 high-cost placements costing over £1,250 per week each for people with mental health problems.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This is an extension of the current Savings Programme to 2023 (SP23) for Younger Adults which aims to deliver and maintain similar outcomes for Younger Adults where possible but through a more cost-effective method. The review would include exploration of the potential for:</p> <ul style="list-style-type: none"> • Greater understanding of the causes of challenging behaviour enabling strategies and practices to reduce these behaviours with subsequent reductions in support needs (Least Restrictive Practice); • Application of a Strengths Based Approach maximising independence; • Exploring alternative models of care; • Exploring alternative providers; • Where someone has complex needs, exploring eligibility for NHS funding.

	<p>A strengths-based approach includes approaches such as a greater emphasis on community support (without a cost to the County Council); support to develop self-sustaining networks; time limited support to develop skills; increased use of technology.</p> <p>Each person receives a support plan which is reviewed by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA); this would apply in the same way to anyone receiving services.</p> <p>It is likely that for a large percentage of those assessed the support that they receive would change or reduce. These people may have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.</p>
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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. These proposals were considered as part of that consultation.

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.

No specific consultation has been carried out on this proposal, which is an extension of the SP23 Strengths Based programme, however it was referenced in the Making the Most of your Money budget consultation (2024-2026).

There has been ongoing general engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership and the Personalisation Expert Panel.

Engagement with individual service users and carers would be carried out through individual discussions as part of their review so that their views and needs can be taken into account.

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
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	Yes
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	The Younger Adults department includes services for people with learning disabilities of all ages over 18 years and people with physical disabilities and mental health problems of working age. High-cost placements are disproportionately weighted towards Younger Adults of transition age (18- 25 years). The approach taken would be that people would be treated as individuals irrespective of age.
Gender reassignment	The application of the review of high-cost placements project would have a neutral impact on those young adults with a disability who have the protected characteristic of gender reassignment. Practitioners will ensure that they treat people as individuals, irrespective of their gender assignment.
Marriage or civil partnership	The project will have a neutral impact on young adults who have the protected characteristic of marriage or civil partnership. The application of the high-cost placements project would be undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments would be offered to partners of individuals who may be undertaking caring roles.
Pregnancy and maternity	The application of the high-cost placement project would have a neutral impact on those young adults who have the protected characteristic of pregnancy and maternity.
Race	The application of high-cost placement project would have a neutral impact on those young adults who have the protected characteristic of race. Practitioners would ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review.
Religion or belief	The application of the high-cost placement project would have a neutral impact on those Young Adults who have the protected characteristic of religion or belief. Practitioners would ensure that religion or belief is respected, and care provision is based on individual need.
Sexual orientation	The application of the high-cost placement project would have a neutral impact on those Young Adults who have the protected characteristic of sexual orientation.

Sex	The application of the high-cost placement project would have a neutral impact on those Young Adults who have the protected characteristic of sex.
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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 below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with learning disabilities, physical disabilities and mental health problems receiving services. Some choices that are currently available and that are more expensive in comparison to other alternatives that meet their needs may cease to be available.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels</p>	No	<p>Assessed Care Act eligible outcomes would still be met in line with legislation.</p> <p>Social Workers and Practitioners would discuss potential options with individuals who use services as part of the review and re-assessment process.</p> <p>The Least Restrictive Practice team would work with people to reduce challenging behaviours and ensure the least restrictive support is available.</p>

	<p>of service they previously received as a result of earlier transformation programmes and may also receive other services subject to other savings proposals within Young Adults.</p>		<p>Social workers and practitioners would take a holistic view of the person and consider all the services they receive when assessing their needs and any changes.</p> <p>Greater emphasis on least restrictive practice for those living in high-cost placements could increase the quality of life and reduce restrictions for some Young Adults with complex needs.</p>
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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-consulting²⁷.
 - 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:

This EIA has been updated following peer review and has taken into account feedback received from the County Council's Making the Most of your Money budget consultation (2024-2026).

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:
