

Children's Services Directorate
Executive Members Budget Report SP25 Appendix 2
Equality Impact Assessments

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Services for Young Children Budget	EIA – [CS01] Childrens Services Directorate Access, Resources & Business Development (ARBD) branch Date [2023.08.11]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Tracey Messer	Childrens Services (ARBD Branch)	Service Manager Childcare and Business Support	Tracey.messer@hants.gov.uk	01962 847070	11/08/23	V0.2
2	EIA authoriser	Suzanne Smith	Childrens Services (ARBD Branch)	Assistant Director	Suzanne.smith2@hants.gov.uk		11/08/23	V0.2
3	EIA Coordinator	Rebecca Prowting	Childrens Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		11/08/23	V0.2

Section one – information about the service and service change

Service affected	Services for Young Children – Childcare Development and Early Years Funding
Please provide a short description of the service / policy/project/project phase	<p>The Childcare Development Team and Contact and Engagement Team provide support to childcare providers across Hampshire, administration to support the Early Years Advisory and Inclusion Team and also administer the early years education funding for the local authority.</p> <p>Currently the majority of the service is funded by the local authority with a small proportion funded from the permissible retained amount from the Early Years Dedicated School Grant (DSG).</p>
Please explain the new/changed service/policy/project	<p>In accordance with Department for Education (DfE) guidance the proposal is to move more of the funding source from the local authority to the permissible funding of the retained element of the Early Years DSG. This change does not impact on service delivery - service levels will be maintained, there will be no changes to roles or responsibilities as a result of this funding source move. The transfer of funding source will not impact on other activities also funded by the Early Years DSG.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek 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.

Due to the nature of this proposal – moving funding source from the local authority to Early Years DSG, with no change to service delivery, roles or responsibilities, it is considered consultation is not 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		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both

Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	x
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
All	Due to the nature of the proposed change - movement of the funding source from the local authority budget to dedicated Early Years DSG with no change to any posts, roles and responsibilities or service delivery for Services for Young Children activity or other activities funded through the Early Years DSG therefore the impact on the protected and other characteristics has been assessed as neutral for both staff and the public.

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:

The Early Years Education Funding guidance [Early years entitlements: local authority funding operational guide 2023 to 2024 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/early-years-entitlements-local-authority-funding-operational-guide-2023-to-2024) requires Local authorities to pass-through at least 95% of their 3 and 4-year-old funding from the government to early years providers. The remaining 5% of expenditure could include the following:

- centrally retained funding (for central services or services in-kind, including special educational needs and disability (SEND) services)
- transfer of any funding to 2-year-olds
- any extra hours that local authorities choose to fund in addition to the government's entitlement hours for 3 and 4-year-olds
- any funding movement out of the early years block

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:

With the change in funding source to support the Childcare Development Team and Contact and Engagement Team from the local authority budget to the Early Years DSG and no change to service delivery, roles or responsibilities, it is essentially a continuation of business as usual, it is considered a full EIA is not required.

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Tender of The Aviary Nursery	EIA – [CS02] Children's Services Directorate (CSD) Date [2023.06.30]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Emma Steele	Services for Young Children (SfYC)	Head of Quality and Improvement	Emma.steele2@hants.gov.uk		30.06.23	V0.1
2	EIA authoriser	Natalie Smith	Children's Services (Education & Inclusion Branch)	Assistant Director	Natalie.smith2@hants.gov.uk		30.06.23	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		30.06.23	V0.1

Section one – information about the service and service change

Service affected	The Aviary Nursery – Services for Young Children
Please provide a short description of the service / policy/project/project phase	The Aviary Nursery in Blackbird Road, Eastleigh provides early years education for two, three and four year olds and fee paying hours for children who are younger or taking up additional hours. The Aviary Nursery has an 'Outstanding' Ofsted judgement - April 2022.

	<p>The nursery also provides the Special Educational Needs and Disabilities (SEND) Hub for the Eastleigh area.</p> <p>Aviary Nursery is currently owned and managed by Hampshire County Council (HCC) within an HCC school premises. Aviary Nursery is the last remaining HCC owned and managed nursery. Consideration therefore needs to be given to the future management of this one remaining HCC operated nursery.</p> <p>HCC management of its three original nurseries was a temporary arrangement put into place when the Children’s Centre service was outsourced in 2012. The other two - Trospacc and Park Nurseries are no longer under HCC control. Trospacc nursery was released in 2015 under independent management and Park Nursery was shut in October 2017 due to a long and sustained period of poor provision as judged by Ofsted. The Local Authority currently contribute from Local Authority funds in order to support the employment of a Qualified Teacher. HCC now needs to consider releasing the Aviary for independent management so that it is not the only maintained nursery in Hampshire.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This proposal sees HCC consider releasing the Aviary for independent management so that the Local Authority fully complies with the Childcare Act (2009). It is proposed the Aviary Nursery is outsourced for tender to enable it to be run by an independent provider. It is anticipated the service provision the nursery offers will continue, including the SEND Hub which will form part of the tender. It is anticipated all staff will TUPE to a new independent provider. The tender process will be overseen by an Early Years’ board and if any procurement challenges arise, the board review contingencies and will be ready to discuss alternatives or solutions. Due to the outstanding Ofsted judgement, it is thought unlikely that this situation will occur.</p>

Engagement and consultation

The County Council’s *Making the Most of your money budget* consultation (2024-2026) will seek 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.

The proposal is only in the initial stages though early conversations with procurement, HR, sufficiency and business team have started. Should the tender for the nursery to become independent be taken forward appropriate, timely consultations with staff will be undertaken in line with HR policies and procedures.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

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

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

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

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both

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

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	

Basingstoke and Deane	
East Hampshire	
Eastleigh	x
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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All	It is anticipated that the SEN HUB will be included in the tender. The new model and tender is anticipated to provide 'business as usual' for the staff, children and the local area therefore the impacts on protected and other characteristics have been assessed as neutral for both staff and the public.
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

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

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

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

Table 5 Consideration of and explanation for positive impacts

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

Further actions and recommendations to consider:

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.

- If medium negative or high negative have been identified:
 - The policy, service review, scheme or practice may be paused or stopped
 - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
 - Consider undertaking consultation/re-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 information may change depending on the proposed tender and the expectations of the new provider. As the proposal develops this EIA will be reviewed and updated as necessary and continue to consider the impacts of the proposed changes on both the public and staff for protected and other characteristics groups.

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:

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Funding of Education & Inclusion Work Force Development (WFD) Post	EIA – [CS03] Directorate Childrens Services (CSD) Education & Inclusion (E&I) branch Date [2023.07.23]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Natalie Smith	Children's Services (Education & Inclusion)	Assistant Director Education & Inclusion	Natalie.smith2@hants.gov.uk	07899885397	23/07/23	V0.2
2	EIA authoriser	Stuart Ashley	Children's Services	Director of Children's Services	Stuart.ashley@hants.gov.uk		23/07/23	V0.2
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		23.07.23	V.02

Section one – information about the service and service change

Service affected	Services for Young Children
Please provide a short description of the service / policy/project/project phase	The Education and Inclusion childcare workforce development post is responsible for developing training packages and development opportunities for those people engaged in childcare across Hampshire. This post is currently funded using local authority funds.

Please explain the new/changed service/policy/project

The savings proposal is to move the funding source for the Education and Inclusion childcare workforce development post from local authority funds to the Dedicated Schools Grant. The post will continue delivering the same role and responsibilities of developing training packages and development opportunities for those people engaged in childcare across the County. There will be no change to service delivery for this workforce development post or other activities funded by the dedicated school grant.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek 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.

Due to the nature of the proposed change - movement of the funding source from the local authority budget to dedicated schools grant, with no impact on the post, roles and responsibilities or service delivery for this proposal or other activities funded by the dedicated school grant it is felt no consultation is 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		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	No
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
All	Due to the nature of the proposed change - movement of the funding source from the local authority budget to dedicated schools grant with no change on the post, roles and responsibilities or service delivery the impact on the protected and other characteristics has been assessed as neutral for both staff and the public.

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:

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:

As the proposal is to the change in funding source to support the Education and Inclusion childcare workforce development post, with no change to service delivery, roles and responsibilities - it will be a continuation of business as usual, it is felt that a full EIA is not required.

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Family Help	EIA – [CS04] Children's Services Directorate (CSD) Date: 26 June 2023

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Owain Hale-Heighway	Children's Services	CSD Senior Consultant	Owain.Hale-Heighway@hants.gov.uk	03707 794481	27/06/2023	V0.1
2	EIA authoriser	Steph How	Children's Services	CSD Deputy Director	Stehanie.how@hants.gov.uk		27/06/2023	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services	Business Support Manager	Rebecca.prowting@hants.gov.uk		27/06/2023	V0.1

Section one – information about the service and service change

Service affected	Children's Social Care
Please provide a short description of the service / policy/project/project phase	<p>Social care services for children and young people in Hampshire are currently delivered through two key services:</p> <p>The Family Support Service (FSS) provides targeted early help support and interventions to families primarily at level 3 i.e. below the threshold for statutory services. FSS work in close partnership with other organisations, partners and community resources to offer extra support to families who need it.</p> <p>Children's Assessment and Safeguarding Teams (CAST) become involved when children and families are assessed as meeting the threshold for statutory services as either a child in need or a child at risk of significant harm. Currently, to achieve the best outcomes for children, both FSS</p>

	<p>and CAST work through a Family Plan developed with the family and any other professionals the family may work with or need support from. The Plan identifies goals, interventions required and specific outcomes to be achieved.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Driven by the publication of the Independent Review of Childrens Social Care and the associated government response (https://www.gov.uk/government/publications/independent-review-of-childrens-social-care-final-report), HCC's Social Care is undertaking a significant transformation project to create a new Family Help service which combines targeted early help and children in need. Given the scale of the project a phased approach is being adopted:</p> <ul style="list-style-type: none"> • Phase 1.1 – The creation and recruitment to a new differently qualified role, that of a Family Practitioner who can bring a wider range of skills and experience to work across both 'early help' and 'in need', thereby giving children and families greater consistency of support. The role would also have case holding responsibility for children in need in specific circumstances. • Phase 1.2 – Bringing together the staff and functions of the Family Support Service and the Children's Assessment and Safeguarding Teams to create new Family Help Teams which would operate within local communities. The detail as to how this will be done is still being worked through and this scoping would involve engagement with staff and families as and when appropriate. <p>Family Help is aligned to the Transforming Social Care (TSC) vision as set out below:</p>



Vision for transformation



The vision for these projects is that they:

improve efficiency and effectiveness within our **practices** – how we keep children safe, **place** – where and when we deliver services, **people** – the staffing required to deliver high quality services and **partnerships** – the organisations and institutions that we work with to ensure children are achieving their best outcomes.

The projects in this service undertaken to deliver SP25 will be working towards achieving this vision for the children and young people of Hampshire.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek 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, with staff. We have engaged staff across the service in informal consultation and workshops regarding the planning and design of the new service. There is a project development team who meet regularly with representatives from across operational services supported by Transforming Social Care programme. We have kept staff involved and informed of all updates through all staff meetings and staff communications and have also updated Members and other branches of the proposed changes.

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.

A formal staff consultation was launched on 19th June with a closing date of the 14th July 2023. During this period a number of staff drop-in sessions are a being held to provide the opportunity for staff to ask questions, seek clarifications and voice their views and thoughts on the proposed changes. We will also engage with families during our planning and transition process to seek their views regarding the service, this will be through a variety of visits, case planning activity and meetings.

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

Poverty	✓ Public	✓ Staff				Both
Rurality	✓ Public	✓ Staff				Both

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	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, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership	<p>All have been assessed as neutral as the proposals are not envisaged, at this time, to have any significant impact upon a specific characteristic. Individuals may be affected by the proposals, but there is no reason, without further data analysis, to believe that those with protected characteristics would be more impacted than others.</p> <p>Any staff on maternity or paternity leave who may be affected by the proposed changes would be communicated with and would be given the ability to engage in any relevant review of roles.</p>

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

Table 4 Explanation and mitigation for medium and high impacts

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

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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, disability, poverty rurality (Public)	<p>Age - Through working with partners to manage demand and provide more targeted help to vulnerable children, it is expected that fewer children (especially teenagers) will need to come into the care of the local authority and a greater number will be supported to return to their family network.</p> <p>Disability - Shaping service delivery based on the feedback gained from parents and families to only tell their story once and to provide more integrated services across professions. Providing targeted support earlier to build resilience and enable children with disabilities to remain living within their families wherever possible.</p> <p>Poverty- The work is targeted on meeting the needs of some of the most deprived communities in Hampshire and has been specifically focused on areas of multiple deprivation. On this basis it is anticipated that these changes will have a positive impact for Hampshire residents who are living in, or at risk from poverty.</p> <p>Rurality –</p>

As we are seeking to provide a more community-based family help service, we anticipate that families who live in rural areas will have greater ease accessing a wider variety of spaces for the delivery of services than one central district office.
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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-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:

Hampshire County Council continue to deliver the following social care transformation:

- A family service - a system focussing on improving outcomes for the child in the context of their family.
- A social work led, integrated, multidisciplinary service, from the front door through to specialist services.
- Social workers are supported to deliver meaningful interventions based on an underpinning methodology of resilience.
- A service where good practice is free to flourish without bureaucracy and unnecessary regulatory demands.
- Children are supported by and within their own family/community wherever possible.
When children do come into care longer term their experience will be life changing for the better.
- A service where good practice is free to flourish without bureaucracy and unnecessary regulatory demands.
- Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better

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:

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Children's Social Care	EIA – [CS05] SP 25 TSC Phase 3 (CS05) Children's Services Date 21 June 2023

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Owain Hale-Heighway	Children's Services	Senior Consultant	Owain.Hale-Heighway@hants.gov.uk	03707 794481	27/06/2023	V0.1
2	EIA authoriser	Steph How	Children's Services	Deputy Director	Stephanie.how@hants.gov.uk		27/06/2023	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services	Business Support Manager	Rebecca.prowting@hants.gov.uk		27/06/2023	V0.1

Section one – information about the service and service change

Service affected	Children's Social Care
Please provide a short description of the service / policy/project/project phase	<p>Transforming Social Care (TSC) has been a transformational change programme in Childrens and Families since 2016. The programme has delivered a range of strategic and enabling projects whilst simultaneously providing the vehicle to deliver savings. All work has been centred on improving outcomes for children and families, through a combination of efficiencies and/or practice and service improvements.</p> <p>The established vision of TSC (please see image below) is to keep and return children safely within their family networks, that the work we do will enable children to thrive, and that as a</p>

service we will seek to continuously improve through ground-breaking and insight informed practice. This vision will continue into Phase 3 of the programme.

The cohorts supported by TSC are children and families known/open to social care

Within TSC Phase 3 will seek to:

Improve efficiency and effectiveness within our **practices** – how we keep children safe,

place – where and when we deliver services,

people – the staffing required to deliver high quality services and

partnerships – the organisations and institutions that we work with to ensure children are achieving their best outcomes.

The TSC vision for transformation is that *“children are safe and achieving their best outcomes”*.

The key drivers that support this vision are to:

- Keep and return children safely within their family networks
- Enable children in care to thrive
- Continuously improve through ground-breaking and insight informed practice

Vision for transformation



All projects taken forward as part of TSC Phase 3 to deliver SP25 will be based on working towards achieving this vision for the children and young people of Hampshire.

Please explain the new/changed service/policy/project

Phase 3 of TSC continues and builds upon the work that has been delivered over the last 6 years. The programme will develop and expand on several existing workstreams and will also take forward new projects to increase efficiency and effectiveness. Projects to be taken forward will include (but is not limited to);

- work with Children with Disabilities, which may cover support for personal budget planning, and the use of technology enabled care.
- a review of payments to Special Guardianship Orders (SGOs), SGOs are usually someone with a close relationship to the child, such as a family member, former foster carer or family friend. Children who remain with family members through SGOs are more likely to have better mental health and behavioural outcomes as a result of the stability of their placements. The review is to be undertaken to ensure that payments

	<p>made to SGOs are at an appropriate level, and to encourage more carers to come forward as potential future SGOs.</p> <ul style="list-style-type: none"> - development of the Family Connections Service, work which includes developing appropriate support package and payments to ensure that more children are able to live safely out of care. - a review of the service and role of our Intensive Workers (IWs). IWs deliver interventions to targeted, priority cohort, families with the aim of keeping more children safely at home through prevention and reunification.
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Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek 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?

Within the Childrens Services Directorate there is limited awareness of the project workstreams that are to be taken forward in this phase of work. In many instances the proposed workstreams have been identified by Children and Families (C&F) Branch managers and staff. To date there has been no formal engaged activity with staff across the service.

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.

Any workstream that is taken forward as part of TSC Phase 3 which will result in a change to the service or provision offered to children and their families or leads to changes in staff role profiles will be subject to appropriate consultation activities and will follow the advice and guidance of our HR Business Partner.

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)	✓ (staff)				Both
Disability	✓ (public)	✓ (Staff)				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both

Marriage & civil partnership		✓				Both
Poverty	✓ (Public)	✓ (staff)				Both
Rurality		✓				Both

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	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, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership, poverty and rurality	All have been assessed as neutral as the proposals are not expected, at this time, to have any significant impact upon a specific characteristic for staff and the public. Individuals may be affected by the proposals, but there is no reason, without further data analysis, to believe that those with protected characteristics would be more impacted than others.

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, disability and poverty (Public)	<p>Age – TSC Phase 3 projects will be specifically focussed on supporting the needs of vulnerable children and their families. The overarching aim is to ensure that more children are kept safely at home, with their families. An anticipated consequence of this work is that fewer children will be taken into the care of the Local Authority, or following a care episode will be successfully reunified with their families.</p> <p>Disability – Within TSC phase 3 there will be a specific focus on supporting the needs of children with disabilities. This work will look to ensure that children with disabilities are in receipt of care that is effective and efficient and is appropriate to their individual needs. The provision of better targeted resource will support children and their families to build resilience.</p> <p>Poverty- The work is targeted on meeting the needs of some of the most deprived communities in Hampshire. On this basis it is anticipated that these changes will have a positive impact for Hampshire residents who are living in, or at risk from poverty.</p>

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:

Hampshire County Council continue to deliver the following social care transformation:

- A family service - a system focussing on improving outcomes for the child in the context of their family
- A social work led, integrated, multidisciplinary service, from the front door through to specialist services
- Social workers are supported to deliver meaningful interventions based on an underpinning methodology of resilience
- A service where good practice is free to flourish without bureaucracy and unnecessary regulatory demands
- Children are supported by and within their own family/community wherever possible.
- Where children do come into care longer term their experience will be life changing for the better
- A service where good practice is free to flourish without bureaucracy and unnecessary regulatory demands
- Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better.

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:

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Joint Commissioning and Brokerage	EIA – [CS06] Directorate Children's Services Date [2023.07.18]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Hayley Maspero	Children's Services	Head of Strategic Development	Hayley.maspero@hants.gov.uk	0370 779 6554	28.06.23	V0.1
2	EIA authoriser	Suzanne Smith	CSD, Access, Resources and Business Development	Assistant Director	suzanne.smith2@hants.gov.uk		18.07.23	V0.2
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		18.07.23	V0.2

Section one – information about the service and service change

Service affected	Commissioning and Brokerage
Please provide a short description of the service / policy/project/project phase	<p>Proposed development of an integrated commissioning and brokerage function for children jointly funded by health and children's services. We anticipate the function would be delivered through additional Health resource which would complement existing resource in Children's Services.</p> <p>There is a growing cohort of children with complex challenging behaviour needs who are jointly funded by Health and Social Care, currently there are 17 children who fit these criteria out of a total joint funded cohort of 78. Residential placements and care packages</p>

	<p>are commissioned for those children and young people aged 0-18 who require it and meet criteria. At present the majority of these children's packages of care are commissioned by Children's Services and therefore, the residential placements or care support are driven by social care needs and gaining clinical oversight and an understanding of the shared risks with Health is difficult to obtain.</p> <p>The commissioning activity currently undertaken by Children's Services Procurement, Commissioning and Placements Service (PCP) and Placements Commissioning Team (PCT) on behalf of Health and Social Care is currently carried out at no additional charge to Health. Another impact of having some placements commissioned by Children's Services and some from Health is that there is no joined up voice to the market effectively describing our shared needs and supporting them to fulfil this.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>Children's services currently lead on the commissioning for the majority of joint funded placements and this proposal sees the creation of an integrated team which would bring clinical expertise and funding to the team and improve the engagement with the market from a single voice.</p> <p>The proposal is also likely to enable efficiency benefits from centralising resource, improve the quality of placing children and have a greater impact on shaping the market, gaining better value for money to meet our needs.</p>

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek 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.

Teams that are currently carrying out the tasks in behalf of the Integrated Care Board (ICB) and the Council will be engaged in the development of the new joint ways of working. HR advice will be sought regarding any staff consultation that may be required as part of this proposal.

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

Race		✓				Both
Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	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
All (staff)	The proposal to integrate the social care and health commissioning teams will not see any change to current grades or FTE for staff teams and therefore the impacts on all protected and other characteristics have been assessed as neutral for staff. It is assumed, at this stage, that there will be no changes to current locations of staff.
Gender reassignment, Pregnancy and maternity, Race Religion or belief, Sex, Sexual orientation,	Currently the cohort includes children and young people aged between 8 -17 years of which 61% are identified as male and 39% are identified as female. The support is based on the child's needs and provided regardless of a protected or other characteristic. It is anticipated that the integration of the social care and health teams will provide opportunities for new services to be developed for children and outcomes will be achieved quicker. There may be positive benefits for those children and young people in receipt of support though as there is no current identified impacts specific to gender reassignment, pregnancy and maternity, race, religion

Marriage & civil partnership, Poverty, Rurality	or belief, sex, sexual orientation, marriage & civil partnership, poverty and rurality protected characteristics the impact has been assessed as neutral for the public.
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

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

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

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

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age and Disability (Public)	Currently the cohort includes children and young people aged between 8 -17 years of which 61% have identified as male and 39% identified as female. The support is based on the child's needs and provided regardless of a protected or other characteristic though there is recognition that the cohort of children that will benefit from the joint commissioning and brokerage team will have an identified health need which is being met through the care package. It is anticipated that the integration of the social care and health teams will provide opportunities for new services to be developed for children and outcomes will be achieved

quicker. Considering the cohort of children and their needs impacts on age and disability protected characteristic groups have been assessed as positive.

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:

The children and young people's continuing care national framework is used [Children and young people's continuing care national framework - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

This EIA will be reviewed and updated as appropriate as the proposal develops.

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:

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
C11 Transformation Project Brief CS11 – Sold Services to Schools	EIA – [CS07] Directorate Date [2023.06.29]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Shaun Riches	Children's Services (Education & Inclusion Branch)	Head of Hampshire Music Service	Shaun.riches@hants.gov.uk	023 8065 2037	29/06/23	V0.1
2	EIA authoriser	Natalie Smith	Children's Services (Education & Inclusion Branch)	Assistant Director (Education & Inclusion)	Natalie.smith2@hants.gov.uk		29/06/23	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		29/06/23	V0.1

Section one – information about the service and service change

Service affected	Hampshire Music Service
Please provide a short description of the service / policy/project/project phase	Hampshire Music Service (HMS) is the lead organisation for Hampshire Music Education and works in partnership with schools, arts organisations (national, regional and local), community organisations and practitioners to deliver high quality music provision across the whole of Hampshire.

	<p>HMS provides curriculum support for schools, curriculum teaching, whole class ensemble teaching, instrumental and vocal teaching through a specialised workforce of teachers. Providing professional development for the workforce in and out of school.</p> <p>The Service has over 60 different area and county ensembles across Hampshire providing clear progression routes for children and young people learning instruments. In addition, HMS deliver music provision across alternative provision settings, including the four secure homes. Working in partnership with Future You, Hampshire Aspires and libraries to support children and young people with developing confidence, self-esteem and anxiety.</p> <p>HMS is also the lead organisation for ‘hub’ activity providing cross arts provision for areas of cultural priority including Rushmoor, Gosport and the New forest.</p> <p>As the music service is largely a ‘sold’ service, charging a fee for the majority of it’s provision, over time the service has accumulated unallocated financial reserves.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>The proposal is to use the unallocated reserves that have been accumulated by the HMS to contribute to the savings required for SP25. The use of these reserves to support savings will not change HMS service delivery – the offer will continue to be provided and there are no proposed changes to staff roles or responsibilities.</p>

Engagement and consultation

N

The County Council’s *Making the Most of your money budget* consultation (2024-2026) will seek 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.

Due to the nature of the proposed change – use of HMS’s accumulated reserves to support the savings programme, with no change to service provision or staff roles and responsibilities it is felt no consultation is 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		✓				Both
Disability		✓				Both
Gender reassignment		✓				Both
Pregnancy and maternity		✓				Both
Race		✓				Both

Religion or belief		✓				Both
Sex		✓				Both
Sexual orientation		✓				Both
Marriage & civil partnership		✓				Both
Poverty		✓				Both
Rurality		✓				Both

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	No
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
All	Due to the nature of the proposed change – use of unallocated reserves accumulated by the HMS to support the savings programme, with no change proposed to posts, roles and responsibilities of staff or on the service provision, the impact on the protected and other characteristics has been assessed as neutral for both staff and the public.

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	Is there a Geographical impact? If so, please	Short explanation of mitigating actions
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	medium or high negative impact	explain - use list above to identify geographical area(s)	

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-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:

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:

With the use of HMS's accumulated reserves to support the savings programme and no changes proposed to service delivery, roles and responsibilities, it will be a continuation of business as usual, it is felt that a full EIA is not required.

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Regional UASC Brokerage service	EIA – CS08 Children's Services Directorate (CSD) Access, Resources & Business Development (ARBD) branch Date 2023.06.30 – V.01, 2023 07 26 – V.02

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Martin Tuck	Children's Services	Regional Development Manager, UASC SE Region	Martin.tuck@hants.gov.uk	03707 793651	26.07.23	V.02
2	EIA authoriser	Suzanne Smith	Children's Services	Assistant Director, ARBD	Suzanne.smith@hants.gov.uk		26.07.23	V.02
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		26.07.23	V.02

Section one – information about the service and service change

Service affected	Placements Commissioning Team (PCT), Sufficiency Service
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<p>Please provide a short description of the service / policy/project/project phase</p>	<p>All Local Authorities have a statutory duty to provide or procure placements for Children Looked after (Children in Care) which is explicit in the Children Act (1989)⁸. There is a duty of ‘sufficiency’ that requires Local Authorities and Children’s Trust partners to ensure that, through direct provision or commissioned services, a range of placements, sufficient to meet the needs of all children in care, are available locally or that there is a plan in place to move towards that position.</p> <p>Every Local Authority has a duty to place Unaccompanied Asylum Seeking Children (UASC) arriving in their area, including taking a percentage through the National Transfer Scheme. The National Transfer Scheme (NTS) was established to enable the safe transfer of unaccompanied children (UASC) in the UK, from one Local Authority to another. To meet the overall best interests of UASC, a fairer distribution of children, across the UK, helps all Local Authorities meet their statutory duties. This distribution of children means that port authorities (in particular Kent and Portsmouth) are not responsible for a disproportionate number of UASC.</p> <p>The Placement Commissioning Team currently source placements for UASCs arriving in Hampshire, and other Local Authorities (LAs) in the South-East do the same in their areas. This relates to providing UASC (under the age of 18) with accommodation, and depending on their age and needs, may also relate to a level of support within that placement as well.</p> <p>Placements can be with foster carers, residential children’s homes, or a range of accommodation options that are available to children aged 16 or 17, these latter options are referred to as post-16 supported accommodation.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>The regional UASC brokerage service is a new service that will support Local Authorities (LAs) to identify suitable placements to care for and support unaccompanied asylum-seeking children (UASC) and will also support LA’s to meet their sufficiency requirements as set out by the government more efficiently.</p> <p>Individual Local Authorities have a limited impact on the placement market, resulting in many UASC being placed in out-of-county placements, reducing their ability to access</p>

⁸ [Children Act 1989 \(legislation.gov.uk\)](http://legislation.gov.uk)

services and support, and negatively impacting their access to accommodation when they leave the care system and attempt to gain independence.

A brokerage service with a high number of participatory Local Authorities has the potential to significantly influence the placement market to increase the number of available placements in the region, allowing UASC to access local services and care-leaver accommodation.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek 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 - Informal engagement with the provider market.

Responses to the County Council's *Making the Most of your money budget* consultation (2024-2026) has indicated that Hampshire residents support 'generating additional income' (ranking second of eight options) and 'selling services to other organisations' was the third most popular response within residents' suggestions for generating additional income.

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.

Soft testing of providers by the Regional Development Project has taken place and indicated market interest.

Soft market testing of Local Authority appetite for the service is being gauged over the summer and could be followed up with 1-2 targeted engagement and promotional events later this year if the soft testing proves positive.

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 (service users)
Disability	✓					Public (service users)
Gender reassignment	✓					Public (service users)
Pregnancy and maternity	✓					Public (service users)
Race	✓					Public (service users)
Religion or belief	✓					Public (service users)
Sex	✓					Public (service users)
Sexual orientation	✓					Public (service users)

Marriage & civil partnership	✓					Public (service users)
Poverty	✓					Public (service users)
Rurality	✓					Public (service users)

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
All	<p>UASC may fall into one or more protected characteristics. There will be many occasions of intersectionality creating disproportionate positive impacts. For example, all UASC will fall under the <i>Race</i> and <i>Age</i> characteristics but are highly likely to also fall under the <i>Religion or Belief</i> characteristic. An additional disproportionate positive impact exists due to 95% of UASC being male.</p> <p>The requirement to find a suitable placement that supported the child's identified needs means that support and services appropriate to any or all protected characteristics could be identified and implemented, and given the market impact the service is intended to have, providers should respond positively to requirements to provide support related to any protected characteristics in order to maximise their opportunity to provide placements (which generate income for them from the LA).</p>
Age	<p>The beneficiaries of this service will be unaccompanied asylum-seeking children (UASC), usually aged between 12 and 17. The number of individuals who would benefit is difficult to predict due to factors such as changes to government policy, but current UASC figures across the south east are around 720 per annum. As the service will cater wholly for individuals aged under 18, it will positively impact children.</p>
Disability	<p>A brokerage service with a high number of participatory local authorities has the potential to significantly influence the placement market to increase the number of available placements in the region, allowing UASC to access local services and care-leaver accommodation. The number of disabled UASC is unknown but expected to be low. In rare instances when disabled children are referred, the service's increased access to providers will help to secure placements to meet their needs.</p>
Gender reassignment	<p>The number of UASC experiencing gender reassignment is unknown but expected to be negligible. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.</p>
Pregnancy & maternity	<p>In 2022, 4.9% of all UASC were female. The number of those who were parents or pregnant is unknown but expected to be negligible. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.</p>

Race	UASC arrive from a variety of countries including (but not limited to) Iran, Iraq, Sudan, Eritrea, Afghanistan, Albania, Vietnam, Syria, Egypt, Turkey and Samaria. The number of individuals who would benefit is difficult to predict due to factors such as changes to government policy, but current UASC figures across the south-east are around 720 per annum. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Religion or belief	(UASC) of various faiths, predominantly Muslims but also including Sunni Muslims, Buddhists, Christians, and Orthodox Christians. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Sex	Male UASC make up 95% of all UASC across the UK. As such, the majority of placements commissioned will be for males. The service will also seek to generate capacity for the small percentage of female UASC. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Sexual orientation	Once in placement, assessments will help to identify individuals who require support around their sexual orientation. Such support services are usually rare or non-existent in the UASC countries of origin. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic. Opportunities to access support will be provided to service users via their social workers or care-givers.
Marriage & civil partnership	Information of the number of UASC who are married or in civil partnerships at the time of their arrival is unavailable, however, due to their ages this number is expected to be negligible. The service would support UASC who are in this protected characteristic. 5% of UASC who arrive in the UK are female. Some of these individuals may have fled forced or arranged marriages. The service's increased access to providers and influence on the market would support UASC who are in this protected characteristic.
Poverty	Many UASC arrive in the UK seeking a better quality of life. A service that secures suitable placements will ensure UASC do not experience the effects of poverty during their time in care. Being in care will allow opportunities such as access to education, helping to reduce the risk of falling into poverty in adulthood.
Rurality	Placement providers for looked-after children are required to ensure access to essential services, including the means to travel to and from such services, however this may be challenging if placements are in remote locations. The service's increased access to providers and influence on the market would contribute towards supporting UASC who are in this protected characteristic.

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:

Individual Local Authorities have a limited impact on the placement market, resulting in many UASC being placed in out-of-county placements, reducing their ability to access services and support, and negatively impacting their access to accommodation when they leave the care system and attempt to gain independence. A brokerage service with a high number of participatory Local Authorities has the potential to significantly influence the placement market to increase the number of available placements in the region, allowing UASC to access local services and care-leaver accommodation.

Due to the nature of this proposal this EIA principally focusses on the impacts to the public as there are no changes to staff terms and conditions or working arrangements proposed as part of this regionalised brokerage, therefore the impact on staff has been assessed as neutral throughout.

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:

No negative impacts have been identified and the service is intended to deliver appropriate placements to UASC which would include any necessary support that related to any protected characteristics specific to the child. The scale of the service should influence the market to better respond to UASC needs, including any protected characteristics. Given the positive implications of setting up a regional USAC brokerage service, a full EIA is not deemed necessary.

Children's Services Directorate

Name of SP25 proposal:	SP25 Proposal Reference:
Library Service: Asset Review	<i>EIA – [CS09]</i> Children's Services Directorate (CSD) Date [2023.06.30]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Keeley	CSD Library Service	Project Manager	sarah.keeley@hants.gov.uk	0370 779 6749	30.06.23	V0.1
2	EIA authoriser	Suzanne Smith	CSD, Access, Resources and Business Development	Assistant Director	suzanne.smith2@hants.gov.uk		30.06.23	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD Branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		30.06.23	V0.1

Section one – information about the service and service change

Service affected	Library Service
Please provide a short description of the service / policy/project/project phase	Hampshire has one of the largest library services in the country with a network of 40 public libraries located across the county. Other services include a Home Library Service, a School Library Service and a Learning in Libraries offer. The Service employs 416 staff (254 full time equivalent posts) supported by over 500 trained volunteers.

	<p>In 2022/23, over 3 million visits were made to Hampshire libraries with nearly 4 million physical books being issued. A further 1 million issues of digital 'eBooks' were made. Libraries offer a wide range of activities from their buildings such as Rhymetime, Code Club and Chatabout. 280,000 people participated in these and similar activities. Meanwhile the public computer terminals located within libraries provided nearly 100,000 hours of online access for customers during the year. Over 60 other organisations such as Citizen's Advice, NHS and Community Pantries choose Hampshire Library buildings from which to operate their services.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>The review public library buildings, locations and associated book stock is proposed. As part of the review consideration will be given to:</p> <ul style="list-style-type: none"> • Further development of community hubs in library locations. • Capitalising on partnership and service co-location opportunities, such as with other parts of Hampshire County Council e.g. Children's Services, Adults Health and Care and Public Health. • Further diversification of the library service offer from its buildings, while continuing to meet library needs and increasing library usage. • Optimising stock efficiency and purchasing while ensuring sufficient availability, breadth and range of book stock. • Aiming to reduce the overall net cost of operating library premises and having sufficient stock, whilst maintaining a comprehensive and efficient service.

Engagement and consultation

The County Council's *Making the Most of your money budget* consultation (2024-2026) will seek 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, although the focus of the Library Service Transformation to 2021 Public Consultation was the Library Service Vision to 2025 and includes some similarities in proposals such as the further establishment of council-run libraries as 'community hubs'.

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.

There may be possible public engagement/consultation required regarding changes to stock. Possible staff consultations may also be required. These would follow HR policies and procedures should there be staff impacts identified as a result of changes through the Asset rationalisation work. Further assessment and collaboration with dependent workstreams including the Children's Services Community Hub Programme and the Corporate Asset Strategy, is required to understand the scope of this work and therefore the level of consultation required. Any consultation that may be required will follow necessary policies and procedures.

Section two: Assessment

Carefully and consciously consider the impacts of the proposed change.

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

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

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

Table 1 Impact Assessment [add ✓ to relevant boxes)

Protected characteristic	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		✓				Both

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

Table 2 Geographical impact

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

Area	Yes / no
All Hampshire	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
All	All protected characteristics have been assessed as neutral at this current stage. This is due to further assessment and collaboration with dependent workstreams including the Children’s Services Community Hub Programme and the Corporate Asset Strategy, being required to understand the scope of this work such as impacted libraries and partners, and therefore the specific impact it will have on service users and staff.

	There is potential for a positive impact on local communities by expanding the range of services available from a library building and improving local community access to other public facing services and partners. However, what the impact will be for specific protected characteristics groups is not yet known, the EIA will be reviewed and updated as the proposal develops.
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

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

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
N/A	

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:

As plans for this project develop and further detail of specific change is identified the EIA will be updated accordingly.

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:

Children's Services Directorate (CSD)

Name of SP25 proposal:	SP25 Proposal Reference:
Library Service: Staff savings (management and back office)	EIA – [CS010] Children's Services Directorate Date [2023.06.30]

EIA writer(s) and authoriser

No.		Name	Directorate	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Keeley	Children's Services. Library Service	Project Manager	sarah.keeley@hants.gov.uk	0370 779 6749	30.06.23	V0.1
2	EIA authoriser	Suzanne Smith	CSD Access, Resources and Business Development	Assistant Director	suzanne.smith2@hants.gov.uk		30.06.23	V0.1
3	EIA Coordinator	Rebecca Prowting	Children's Services (ARBD branch)	Business Support Manager	Rebecca.prowting@hants.gov.uk		30.06.23	V0.1

Section one – information about the service and service change

Service affected	Library Service
Please provide a short description of the service / policy/project/project phase	<p>Hampshire has one of the largest library services in the country with a network of 40 public libraries located across the county. Other services include a Home Library Service, a School Library Service and a Learning in Libraries offer. The Service employs 416 staff (254 full time equivalent posts) supported by over 500 trained volunteers.</p> <p>In 2022/23, over 3 million visits were made to Hampshire libraries with nearly 4 million physical books being issued. A further 1 million issues of digital 'eBooks' were made.</p>

	<p>Libraries offer a wide range of activities from their buildings such as Rhymetime, Code Club and Chatabout. 280,000 people participated in these and similar activities. Meanwhile the public computer terminals located within libraries provided nearly 100,000 hours of online access for customers during the year.</p> <p>Over 60 other organisations such as Citizen’s Advice, NHS and Community Pantries choose Hampshire Library buildings from which to operate their services.</p>
<p>Please explain the new/changed service/policy/project</p>	<p>This proposal incorporates reviewing and reducing expenditure on management and back-office functions which includes;</p> <ul style="list-style-type: none"> • Reduce staffing costs to meet savings target, which is anticipated to be delivered through vacancy management. • Consolidate line reports and areas of responsibility. • Integrate functions to new Directorate to maximise resources.

Engagement and consultation

The County Council’s *Making the Most of your money budget* consultation (2024-2026) will seek 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.

Some localised staff consultations may be required. The savings target is expected to be fully achieved through vacancy management which would not require consultation. However, staff may be impacted by other changes such as a change of line management or reports or working in a different service. It is also possible a voluntary redundancy process may need to be

explored if the savings cannot be achieved through vacancy management. This would require a formal staff consultation process and any staff consultations required will follow HR advice and appropriate policies and procedures.

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
Sex, Pregnancy and maternity	Sex and Pregnancy and maternity characteristics have been identified as Negative – Low due to 87% of our workforce being female, therefore, although the change proposed does not directly impact based on this protected characteristic, any changes would likely have more impact on women in the wider workforce compared to men.
Age, Disability, Gender Reassignment, Race, Religion of belief, Sexual Orientation,	All other protected characteristics have been assessed as neutral. At this time, the full savings target is anticipated to be completely achieved through vacancy management, therefore having a neutral impact on all individuals.

Marriage and civil partnership, Poverty, Rurality	Until the full scope of the review is defined and further developed with specific proposed workforce changes, it is difficult to know the extent of the impact of this on the protected characteristics, though it would be expected to be neutral. If required, stringent decision-making processes would be put in place to ensure that individuals are not unfairly disadvantaged because they possess a particular characteristic. Engagement and relevant consultation with all staff would be carried out as appropriate, with due regard given to the County Council's HR advice and processes. The EIA will be reviewed and updated as more detail becomes known.
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete table 4:

Table 4 Explanation and mitigation for medium and high impacts

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

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
N/A	

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:

As plans for this project develop and further detail of specific change is identified the EIA will be updated accordingly.

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:
