

## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Home to School Transport*

T21 Opportunity Reference: *CSD002*

Name of the accountable Officer: *Martin Goff*

Email address of the accountable Officer: *martin.goff@hants.gov.uk*

### Department:

Adults' Health and Children's Services  
Care

Corporate  
Services

Culture,  
Communities and  
Business Services

Economy,  
Transport and  
Environment

Date of assessment: *29/8/2019*

*Detailed*

*Overview*

Is this a detailed or an overview EIA?

## Description of service / policy and the proposed change

### Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

*The County Council provides transport assistance for some children to attend school. This statutory service is largely provided to children attending their catchment school as well as specialist Home to School Transport for Hampshire pupils with Special Educational Needs and/or disabilities. In both circumstances transport assistance is provided where children meet the County Council's eligibility criteria. £30 million is currently spent per financial year on providing Home to School Transport assistance to around 15,000 students,. Of these, 12,000 attend mainstream schools (at a cost of c£12million) and 3,000 attend schools that meet their Special Educational Needs and/or disabilities (at a cost of c£18million) utilising about 600 passenger assistants. More information about the Home to School Transport service can be found at: <https://www.hants.gov.uk/educationandlearning/schooltransport>*

### Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

### Describe the proposed change, including how this may impact on service users or staff:

*Reductions to the cost of providing the Home to School Transport service through: -reducing the need to transport students over longer distances by engaging more proactively with parents to identify the closest schools to the family home that will meet their child's needs -optimising the service by undertaking a full-scale review of existing routes using new technology and geographic information systems. -increasing the number of schools using the Spend to Save scheme in which the County Council provides schools with vehicles enabling them to transport eligible children. -making greater use of mileage allowances for parents who are willing to transport their child to/ from school -reducing external contractor spend by using fewer suppliers and renegotiating lower cost contracts and improving contract management. Service users may find that the transport service restricts its offer to only certain destinations and others will be offered choices beyond a contracted 'taxi' service. The deployment of passenger assistants (escorts) will be reviewed and the use of escorts provided by taxi companies will be increased; 5% efficiency savings are targeted.*

### Who does this impact assessment cover?

Service users

HCC staff (including partners)

## Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) 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
  No
  No, but planned to take place

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

*No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.*

## Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

### Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>	<i>Some reduction in service for children attending special needs placements , compared to the current provision, is intended.</i>				
<b>Mitigation:</b>	<i>Better published advice to parents to clarify the link between travel support eligibility and the choice of placement.</i>				
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>	<i>Some reduction in service for children attending special needs placements , compared to the current provision, is intended.</i>				
<b>Mitigation:</b>	<i>Better published advice to parents to clarify the link between travel support eligibility and the choice of placement.</i>				
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

**Other considerations**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Poverty</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *Some families faced with the prospect of transporting their own child to school may find this financially restrictive, but there is enhanced support for children in receipt of Free School Meals (FSM). For those families with an income just above the threshold for qualifying for FSM, the consideration as an exceptional or privilege traveller will need to take account of the family's ability to pay for any exceptional transport service.*

**Mitigation:** *There is enhanced support for children in receipt of Free School Meals (FSM). For those families with an income just above the threshold qualifying for FSM, the consideration as an exceptional case, will need to take account of the family's ability to pay for any exceptional transport service.*

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Rurality</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Impact:** *The changes that are proposed may have a medium impact on those living in rural areas as the basis for Home to School Transport are usually the statutory distances of 2 and 3 miles or an unsafe route. A greater proportion of families in rural areas may find that their nearest suitable provision is more than the set distance or along an unsafe route but where applicable the statutory provision will be made. A rural family who prefers a placement where transport is not provided may face a more challenging journey to their placement of choice.*

**Mitigation:** *A robust service to consider the circumstances of any case to decide if it merits support as an exception to policy.*

**If you have only identified neutral impacts, please state why:**

## Additional information

[Click here for guidance on any other factors to consider.](#)

**Include any other brief information which you feel is pertinent to this assessment here:**  
(optional)

## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Transforming Social Care (TSC) - Reduction in Children Looked After*

T21 Opportunity Reference: CSD003

Name of the accountable Officer: *Stuart Ashley*

Email address of the accountable Officer: *stuart.ashley@hants.gov.uk*

### Department:

Adults' Health and Children's Services  
Care

Corporate  
Services

Culture,  
Communities and  
Business Services

Economy,  
Transport and  
Environment

Date of assessment: 14/5/2019

Detailed

Overview

Is this a detailed or an overview EIA?

## Description of service / policy and the proposed change

### Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

*The Children and Families branch of Children's Services provides protection and support to safeguard vulnerable children and families. This comprises statutory services such as children in need of care and protection, children looked after, fostering and adoption services. Non statutory prevention and early help services are also provided to those not meeting the threshold for statutory support. The County Council is required by law to deliver services to support children and families in need and safeguard children who are at risk of significant harm. The way in which these services are delivered is being transformed to make them more efficient.*

### Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

### Describe the proposed change, including how this may impact on service users or staff:

*Reductions to the cost of providing Children's Social Care may be possible through:*

- continuing to reduce demand for costly care placements by keeping more children safely at home through targeted interventions with families in identified priority cohorts using our established virtual multi-disciplinary hubs*
- reducing placement costs for disabled children by helping families to care for their child at home through strengths-based interventions creating resilience in the family*
- working with providers to reduce the costs they charge for care placements ensuring best value for money*
- supporting and encouraging staff to use available technology and further investing in technology, which will result in increasing the capacity of social workers to work with families*
- further skilling up our workforce of enable the delivery of interventions that create long term change in families*

### Who does this impact assessment cover?

Service users

HCC staff (including partners)

## Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) 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
  No
  No, but planned to take place

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

*No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.*

**Consideration of impacts**

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

**Statutory considerations**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *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 be taken into care and a greater number will return to the home environment.*

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *Shaping service delivery based on the feedback gained from parents and families to only tell their story once and to provide a more integrated service across professions. Providing targeted support earlier to build resilience and enable children with disabilities to remain living within their families wherever possible.*

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *Our looked after cohort has more males than females particularly in the 11-16 age group. Through working with this identified age range, it is expected that fewer individuals within this group will need to be taken into care and a greater number will return to the home environment.*

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

### Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Poverty</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact:					
Mitigation:					

If you have only identified neutral impacts, please state why:

## Additional information

[Click here for guidance on any other factors to consider.](#)

**Include any other brief information which you feel is pertinent to this assessment here:**  
(optional)

*Significant changes have already been implemented through the initial phases of the Transforming Social Care Programme. Work will continue to further develop the operating model and continue to embed into business as usual the Hampshire Approach(our new strengths based practice model) and Multi-Disciplinary Working with partners, enabling more children to remain safely at home. Hampshire County Council will continue to deliver the following social care transformation:*

- A family service - a system focusing 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.



## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Administration Efficiencies*  
T21 Opportunity Reference: *CSD004*  
Name of the accountable Officer: *Suzanne Smith*  
Email address of the accountable Officer: *Suzanne.Smith2@hants.gov.uk*

### Department:

Adults' Health and Children's Services  
Care



Corporate  
Services



Culture,  
Communities and  
Business Services



Economy,  
Transport and  
Environment



Date of assessment: *30/08/2019*

*Detailed*



*Overview*



Is this a detailed or an overview EIA?

## Description of service / policy and the proposed change

### Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

The Director of Children's Services administrative team (DCS Admin) provide administrative support for a variety of senior managers within the Children's Services Management team; the Executive Lead Member for Children's Services and Young People; the Executive Member for Education and Skills. Collectively they provide support through a range of administrative functions, including diary management, meetings coordination and minuting and report preparation. They also manage the DCS complaints process, which is a part of the Members Contact Protocol.

### Geographical impact:

- |                                              |                                  |                                                |
|----------------------------------------------|----------------------------------|------------------------------------------------|
| <input type="checkbox"/> All Hampshire       | <input type="checkbox"/> Fareham | <input type="checkbox"/> New Forest            |
| <input type="checkbox"/> Basingstoke & Deane | <input type="checkbox"/> Gosport | <input type="checkbox"/> Rushmoor              |
| <input type="checkbox"/> East Hampshire      | <input type="checkbox"/> Hart    | <input type="checkbox"/> Test Valley           |
| <input type="checkbox"/> Eastleigh           | <input type="checkbox"/> Havant  | <input checked="" type="checkbox"/> Winchester |

### Describe the proposed change, including how this may impact on service users or staff:

The current administrative support offer is inconsistent both in respect of the number and level of senior managers receiving support and the tasks undertaken by members of the administrative team. A review is proposed that will standardise the offer and level of support to senior managers and ensure all staff in the DCS Admin team are on a consistent role profile with like expectations of the support offer to managers. This review is anticipated to result in a potential reduction in staff, removal of vacant posts and savings of up to £50,000.

### Who does this impact assessment cover?

- Service users  HCC staff (including partners)

## Engagement and consultation

Has any pre-consultation engagement been carried out?

Yes

No

No, but planned to take place

**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 has been developed following engagement with CSDMT and team managers.

Consultation with staff will commence in September 2019, ahead of a phased implementation in January and April 2020.

## Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

### Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>	78% of the team fall within the 30-54 age bracket and 22% within the 55-64 age bracket.				
<b>Mitigation:</b>					
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>	Two members of DCS Admin team (22%) have a disability.				
<b>Mitigation:</b>					
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Gender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>	The DCS Admin team is 100% staffed by women.				
<b>Mitigation:</b>					
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Other considerations</b>					
<b>Poverty</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

**If you have only identified neutral impacts, please state why:**

## **Additional information**

Click here for guidance on any other factors to consider.

**Include any other brief information which you feel is pertinent to this assessment here:**

(optional)

The reduction is expected to be achieved through voluntary redundancy.

## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: T21 Short Break Activities

T21 Opportunity Reference: CSD005

Name of the accountable Officer: Sarah Cross

Email address of the accountable Officer: sarah.cross@hants.gov.uk

### Department:

Adults' Health and Children's Services  
Care

Corporate  
Services

Culture,  
Communities and  
Business Services

Economy,  
Transport and  
Environment

Date of assessment: 9/5/2019

Detailed

Overview

Is this a detailed or an overview EIA?

## Description of service / policy and the proposed change

### Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

Hampshire Children's Service's Short Break Activities Programme meets the requirements of The Breaks for Carers of Disabled Children Regulations 2011 to provide a range of services which are sufficient to assist carers to continue providing care to a disabled child or young person, or to do so more effectively. The programme provides breaks for carers whilst enabling children and young people with disabilities to join in with safe, fun and interesting activities. The programme is currently available to children and young people aged from 0-18 years with a disability and/or additional need, that live in the Hampshire local authority area.

### Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

### Describe the proposed change, including how this may impact on service users or staff:

1. Reduce the range of Short Break activities available and target funding at the highest priority activities identified by parents/carers. Impact would be a reduction in the type of activities available and the breadth of provision. Parents and carers of disabled children may have fewer opportunities to access a short break. 2. Reduce grant funding to Hampshire Parent Carer Network (HPCN). HCC would need to work with HPCN to consider how best to involve and engage with the organisation on future priority projects. HCC would need to consider new opportunities for engaging with parents/carers. 3. Remove grant funding to the Buddy Scheme. Current buddy scheme service users would no longer receive a one to one service.

### Who does this impact assessment cover?

Service users

HCC staff (including partners)

## Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) 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
  No
  No, but planned to take place

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

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council’s Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

**Consideration of impacts**

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

**Statutory considerations**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>	<i>By the nature of the Short Break Activities programme these changes will impact children and young people under the age of 18 years.</i>				
<b>Mitigation:</b>	<i>We will consult with children and young people to identify what their priorities are. We will seek their views to understand the impact of the proposals on them specifically, and to understand what we can do to mitigate against these where possible.</i>				

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Impact:</b>	<i>By the nature of the Short Break Activities programme these changes will impact children and young people with a disability and or additional needs.</i>				
<b>Mitigation:</b>	<i>By consulting with children and young people with a disability, and their parents/carers, we will seek to maintain a Short Break activity offer that continues the highest priority Short Breaks, in line with activity usage data, in key geographical areas, within the budget constraints.</i>				

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Impact:** *The majority of attendees of Short Break activities are boys/young men (60% according to 18/19 usage data) therefore the impact of any changes to the service may be higher for this cohort. In terms of parents/ carers, many primary carers of children with a disability are mothers. By reducing the number of Short Break activities available this may have a greater impact on this group as they would potentially have fewer opportunities for a break from their caring duties. This may also have an impact on their caring duties for other children and/or family members.*

**Mitigation:** *By consulting with parents/carers, we would seek to maintain a Short Break activity offer that continues the highest priority Short Breaks, in key geographical areas, in line with activity usage data, within the budget constraints. We would maintain the recommended duration of a break to ensure that an appropriate period of time is offered to families as a break.*

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

### Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Poverty</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Impact:** *Caring for a child with a disability can have a financial impact on a family, particularly where the primary carer has stopped working to enable their caring role. By reducing the Short Break activities offer these families would potentially have fewer opportunities for a Short Break. Providers may also increase their prices in response to a reduction in grant funding from the Local Authority.*

**Mitigation:** *By consulting with parents/carers, we would seek to maintain a Short Break activity offer that continues the highest priority Short Break activities, in key geographical areas, in line with activity usage data, within the budget constraints. We would also continue to offer subsidised rates for activities where families can evidence receipt of benefits to enable families on low income to be able to access Short Breaks.*

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Rurality</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Impact:** *In order to prioritise funding for a core offer, we may need to reduce the number of locations where Short Break activities are delivered. Urban venues will by their nature attract a higher volume of attendees which may be more cost effective. This may lead to a reduction in funding for venues in rural areas and therefore may reduce the number of opportunities for families living in these areas to access Short Breaks locally.*

**Mitigation:** *By consulting with parents/carers, we would seek to maintain a Short Break activity offer that continues the highest priority Short Break activities, in key geographical areas, in line with activity usage data, within the budget constraints. We would ask Short Break activity providers to ensure that they give consideration to families from surrounding areas in their grant applications. We would also look to facilitate discussions between providers operating in rural areas to explore innovative approaches to delivery, the sharing of resources and closer joint working to reduce costs.*

**If you have only identified neutral impacts, please state why:**

## Additional information

[Click here for guidance on any other factors to consider.](#)

**Include any other brief information which you feel is pertinent to this assessment here:**  
(optional)



## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Review aspects of the Early Years service delivery processes and staffing structures*

T21 Opportunity Reference: CSD006A

Name of the accountable Officer: *Eric Halton*

Email address of the accountable Officer: *eric.halton@hants.gov.uk*

**Department:**

Adults' Health and Children's Services  
Care

Corporate  
Services

Culture,  
Communities and  
Business Services

Economy,  
Transport and  
Environment

Date of assessment: 10/5/2019

Detailed

Overview

Is this a detailed or an overview EIA?

## Description of service / policy and the proposed change

**Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:**

*Services for Young Children supports all pre-school, nursery and Reception year children across Hampshire. This includes schools, pre-schools and child-minders. The key duties of this service are to undertake statutory moderation of assessments made by practitioners, provide advice and guidance where practice and provision is weak, provide advice and guidance to support settings with children who have SEND and to ensure that public funds distributed to settings are spent in accordance with the terms and conditions associated with delivering early years education. The service also provides advice and guidance on the welfare requirements and safeguarding issues related to Early Years settings*

**Geographical impact:**

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

**Describe the proposed change, including how this may impact on service users or staff:**

*There are a range of proposals under review that will enable the efficiencies to be met with minimal disruption to service users and limit impact on staff. Administration posts with current vacancies may be deleted and functions achieved through planned IT improvements, allowing the same work to be done with fewer staff. New income generating activities will be used to offset costs with no negative impact to users. Specialist Speech and Language support through access to self help resources and staff funded from outside this budget will enable continuation of services to users. A management re-structure will be used to improve effectiveness so should not affect organisational capacity.*

**Who does this impact assessment cover?**

Service users

HCC staff (including partners)

## Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) 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
  No
  No, but planned to take place

**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.

*Service leads have contributed joint ideas into proposals. Minimal impact on service is anticipated so wider consultation not appropriate at this stage.*

## Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

### Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Disability</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *Self help resources such as guidance, fact sheets, DVD, sound files may not be equally accessible to all vulnerable service users*  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Gender	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Marriage or civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

**Other considerations**

	Positive	Neutral	Low negative	Medium negative	High negative
Poverty	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *Some service users may not be able to access the cost of new additional services offered that seek to improve service quality.*  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:  
Mitigation:**

**If you have only identified neutral impacts, please state why:**

## Additional information

[Click here](#) for guidance on any other factors to consider.

**Include any other brief information which you feel is pertinent to this assessment here:**  
(optional)

## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: CS - Skills & Participation (Staff)  
T21 Opportunity Reference: CSD006B (TBC, ref. assigned to Service EIA)  
Name of the accountable Officer: Phillip Walker  
Email address of the accountable Officer: [phillip.walker@hants.gov.uk](mailto:phillip.walker@hants.gov.uk)

### Department:

Adults' Health and Children's Services Care	Corporate Services	Culture, Communities and Business Services	Economy, Transport and Environment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of assessment: 29/8/2019

Is this a detailed or an overview EIA? *Detailed*  
 *Overview*

## Description of service / policy and the proposed change

Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

*The Skills & Participation Service provides a range of services, programmes and curriculum to support individuals to develop the skills to access, participate and succeed in education, employment and training. The service works with children and young people, 4-19/25, and adults, 19+ across Hampshire.*

### Geographical impact:

- |                                                   |                                  |                                      |
|---------------------------------------------------|----------------------------------|--------------------------------------|
| <input checked="" type="checkbox"/> All Hampshire | <input type="checkbox"/> Fareham | <input type="checkbox"/> New Forest  |
| <input type="checkbox"/> Basingstoke & Deane      | <input type="checkbox"/> Gosport | <input type="checkbox"/> Rushmoor    |
| <input type="checkbox"/> East Hampshire           | <input type="checkbox"/> Hart    | <input type="checkbox"/> Test Valley |
| <input type="checkbox"/> Eastleigh                | <input type="checkbox"/> Havant  | <input type="checkbox"/> Winchester  |

Describe the proposed change, including how this may impact on service users or staff:

*£150,000 total T21 savings Inc. £46,000 to be secured by April 2020. Savings will be generated by replacing funding from LA sources with new project, contract and fee income, thus sustaining and, where appropriate and practical, extending the service offer. There are no staffing reduction associated with the service's T21 savings.*

Who does this impact assessment cover?

- HCC staff (including partners)

## Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) 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

No

No, but planned to take place

**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.

*Note. A staff consultation exercise was run in Spring 2019 re a new service structure to be implemented from Autumn 2019. This was not associated with the service's T21 savings programme and no staff reductions were proposed or applied. The restructure did include a proposal to change the Terms & Conditions of some staff (x13 out of c.165) whose posts are funded from non-LA funding sources (High Needs). There is no reduction in the operational budget associated with this aspect of the proposal. The new service structure will provide the operational and strategic capacity to meet new areas of responsibility for the service.*

## Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

### Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Gender</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Other considerations</b>					
	Positive	Neutral	Low negative	Medium negative	High negative
<b>Poverty</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

**If you have only identified neutral impacts, please state why:**

*The approach is to replace LA funding with other funding sources without withdrawing or reducing the service offer or staffing.*

## Additional information

Click here for guidance on any other factors to consider.

**Include any other brief information which you feel is pertinent to this assessment here:**  
(optional)

- *CiTb, NCOP and ESF external funding sources secure to 2021, 2022 and 2023 respectively. Review will be necessary post T21 if further external funds not secured beyond this period.*
- *Statutory youth participation (Inc. NEET support) funded from Combined DSG, subject to annual approval (BAU)*
- *Secure and specialist curriculum (Inc. Hospital Education Units) funded High Needs DSG.*
- *16-19/25, Adult Education and Apprenticeships funded via ESFA allocation and Apprenticeship Levy.*



## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *T21 Inclusion Admin*  
T21 Opportunity Reference: *CSD0006c*  
Name of the accountable Officer: *Tracey Sanders*  
Email address of the accountable Officer: *tracey.sanders@hants.gov.uk*

### Department:

Adults' Health and Children's Services Care	Corporate Services	Culture, Communities and Business Services	Economy, Transport and Environment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of assessment: *7/5/2019*

Is this a detailed or an overview EIA? *Detailed*  
 *Overview*

## Description of service / policy and the proposed change

### Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

*This transformation relates to the administrative support for the Inclusion services. These services work with all schools in Hampshire to help schools include children who have a range of needs..*

### Geographical impact:

- |                                                   |                                  |                                      |
|---------------------------------------------------|----------------------------------|--------------------------------------|
| <input checked="" type="checkbox"/> All Hampshire | <input type="checkbox"/> Fareham | <input type="checkbox"/> New Forest  |
| <input type="checkbox"/> Basingstoke & Deane      | <input type="checkbox"/> Gosport | <input type="checkbox"/> Rushmoor    |
| <input type="checkbox"/> East Hampshire           | <input type="checkbox"/> Hart    | <input type="checkbox"/> Test Valley |
| <input type="checkbox"/> Eastleigh                | <input type="checkbox"/> Havant  | <input type="checkbox"/> Winchester  |

### Describe the proposed change, including how this may impact on service users or staff:

*There will be a review of the business processes of these services to consider whether there are efficiencies that can be made in the administration of the Local Authority that the service undertakes. These will not impact on service delivery but there is likely to be some staffing changes. It is not anticipated that this will affect the reach of these services.*

### Who does this impact assessment cover?

- Service users  HCC staff (including partners)

## Engagement and consultation

*No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required*

*Staff consultation will also take place as proposals develop.*

Has any pre-consultation engagement been carried out?

Yes

No

No, but planned to take place

**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.

*Transformation Practice will work with Inclusion Support Services to consider processes. This work will be undertaken using the LEAN approach which uses staff knowledge and expertise to design changes to working practices.*

## Consideration of impacts

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

### Statutory considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>	<i>if staffing reductions are necessary this will impact upon a staffing group which is predominantly female.</i>				
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

### Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Poverty</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

If you have only identified neutral impacts, please state why:

## Additional information

[Click here](#) for guidance on any other factors to consider.

**Include any other brief information which you feel is pertinent to this assessment here:**  
(optional)

## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Health Funding Contributions*

T21 Opportunity Reference: *CSD007*

Name of the accountable Officer: *Sarah Cross*

Email address of the accountable Officer: *sarah.cross@hants.gov.uk*

### Department:

Adults' Health  
and Care



Children's  
Services



Corporate  
Services



Culture,  
Communities and  
Business Services



Economy,  
Transport and  
Environment



Date of assessment: *2/7/2019*

*Detailed*



*Overview*



Is this a detailed or an overview EIA?

## Description of service / policy and the proposed change

### Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

*Where a child or young person who is open to social care, has health needs that have been assessed as eligible under the NHS Continuing Care Framework, or Section 117 Mental Health Aftercare criteria, the Local Authority and relevant Clinical Commissioning Group have a duty to work together (and with Education where relevant) to ensure that appropriate support, and funding is put in place.*

### Geographical impact:

All Hampshire

Basingstoke & Deane

East Hampshire

Eastleigh

Fareham

Gosport

Hart

Havant

New Forest

Rushmoor

Test Valley

Winchester

### Describe the proposed change, including how this may impact on service users or staff:

*It is anticipated that in order for Hampshire Children's Services and the relevant Clinical Commissioning Group to work more collaboratively the following changes are being implemented; a new governance structure, a new joint funding decision making panel, new jointly agreed processes, shared joint data and new, centralised ways of working. The impact of the changes will be positive on service users and staff.*

### Who does this impact assessment cover?

Service users

HCC staff (including partners)

## Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) 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

No

No, but planned to take place

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

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

*This opportunity relates to internal processes and income generation with a partner agency and as such external consultation is not required.*

**Consideration of impacts**

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

**Statutory considerations**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *This is a positive opportunity for children and young people as it will promote improved joint working between statutory agencies to best meet their outcomes.*

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *This is a positive opportunity for children and young people with a disability as it will promote improved joint working between statutory agencies to best meet their outcomes.*

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

### Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Poverty</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Rurality</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** *This is a positive opportunity.*  
**Mitigation:**

If you have only identified neutral impacts, please state why:

## Additional information

[Click here](#) for guidance on any other factors to consider.

**Include any other brief information which you feel is pertinent to this assessment here:**  
(optional)

## End of Equality Impact Assessment

Thank you for taking the time to complete this form.

**Click below to confirm the following:**

- This form is complete, with no additions or changes still to be made
- The accountable officer has agreed the contents of this form

**Please note:** You will **not** be able to make changes to this form after submission.



## Transformation to 2021 proposal details

Name of Transformation to 2021 proposal: *Hampshire Youth Offending Team efficiencies*

T21 Opportunity Reference: *CSD008*

Name of the accountable Officer: *Stuart Ashley*

Email address of the accountable Officer: *stuart.ashley@hants.gov.uk*

### Department:

Adults' Health and Children's Services  
Care



Corporate  
Services



Culture,  
Communities and  
Business Services



Economy,  
Transport and  
Environment



Date of assessment: *30/08/2019*

*Detailed*



*Overview*



Is this a detailed or an overview EIA?

## Description of service / policy and the proposed change

### Describe the current service or policy, giving a brief description of the current services in scope and the user demographic:

Hampshire Youth Offending Team (HYOT) is a multi-agency team comprising staff from Children's Services, probation, police, health and volunteers. HYOT's ambition is to see fewer children and young people involved in the criminal justice system. This will reduce the number of potential victims of crime and promote the confidence and safety of our local communities. We aim to maximise the potential of every child and young person, delivering quality assessments and interventions which will prevent offending and protect the public. HYOT work restoratively, with our partner agencies, to prevent children and young people from offending and re-offending. We also work with the victims of their offences. We try and repair the harm caused to them and the wider community as a whole. In 2018 Her Majesty's Inspectorate of Probation rated the Hampshire YOT as 'good' in its inspection of the service.

### Geographical impact:

- |                                                   |                                  |                                      |
|---------------------------------------------------|----------------------------------|--------------------------------------|
| <input checked="" type="checkbox"/> All Hampshire | <input type="checkbox"/> Fareham | <input type="checkbox"/> New Forest  |
| <input type="checkbox"/> Basingstoke & Deane      | <input type="checkbox"/> Gosport | <input type="checkbox"/> Rushmoor    |
| <input type="checkbox"/> East Hampshire           | <input type="checkbox"/> Hart    | <input type="checkbox"/> Test Valley |
| <input type="checkbox"/> Eastleigh                | <input type="checkbox"/> Havant  | <input type="checkbox"/> Winchester  |

### Describe the proposed change, including how this may impact on service users or staff:

The proposed change is based on a review of the structure of the service in response to the changing nature of need. The partnership commitment to reducing the criminalisation of children who have offended or at risk of offending has resulted in the HYOT having reduced caseloads and therefore naturally creates opportunities for considering streamlining and efficiencies. As posts become available, some staff are not being replaced but consideration will be given to how that money is best utilised within an overall commitment to meet the efficiency target. There is no plan for redundancy for staff, so impact will be low and the service will also continue to seek alternative funding sources to bring income in to attempt to offset any reductions in budgets.

### Who does this impact assessment cover?

- Service users  HCC staff (including partners)

## Engagement and consultation

The County Council's *Serving Hampshire Balancing the Budget* consultation (2019-2021) 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
  No
  No, but planned to take place

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

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2019 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2019. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

**Consideration of impacts**

Indicate whether the proposed change is expected to have a positive, neutral or negative (Low, Medium or High) impact on people who share the following characteristics.

For any characteristics with a positive, low negative, medium negative, or high negative impact, please describe this impact in the box provided.

For any characteristics with a medium negative, or high negative impact, please describe any mitigations in the box provided.

**Statutory considerations**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Age</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>	Service Users: Our Youth Crime Prevention Officers (YCPs) work with young people aged 10 to 16 who are at risk of offending and have not been to court. Reductions in funding could mean that the service may not be able to respond to demand.				
<b>Mitigation:</b>	Service Users: To manage the demand for YCPs the service will prioritise those young people who are at a greater risk of offending. Further, keeping boundaries around the length of the intervention and having a planned exit strategy.				
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impact:</b>					
<b>Mitigation:</b>					

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Gender</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:** Service Users: The gender ratio of young people is 81% boys and 19% girls. There are similar ratios in both statutory and YCP cases. The risk would be that girls are not offered the same service as boys. Staff: In YCP the substantive staff group consists of 11% male and 89% female. Of those managing the statutory work there are similar proportions. Therefore, it is more likely that any reductions would be in the female workforce. However this should be proportionate.

**Mitigation:** Service Users: To prevent girls being disadvantaged in statutory work pre-sentence reports are gate-kept to ensure that there is no unintended bias. In YCP cases, if these are prioritised in accordance to risk (as above) this will ensure equal consideration of girls and boys.

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Marriage or civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**  
**Mitigation:**

### Other considerations

	Positive	Neutral	Low negative	Medium negative	High negative
<b>Poverty</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**

**Mitigation:**

	Positive	Neutral	Low negative	Medium negative	High negative
Rurality	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Impact:**

**Mitigation:**

If you have only identified neutral impacts, please state why:

## Additional information

[Click here for guidance on any other factors to consider.](#)

**Include any other brief information which you feel is pertinent to this assessment here:**

(optional)

The strength of the HYOT is the partnership approach which brings committed partners together who work collaboratively to meet need and draw on a wide network of resources. This is a critical foundation on which to make efficiencies.