

HAMPSHIRE COUNTY COUNCIL

Draft Decision Report

Decision Maker:	Cabinet
Date:	14 October 2024
Title:	Savings Programme to 2025 Revenue Savings Proposals
Report From:	Chief Executive

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Purpose of this Report

1. The purpose of this report is to seek approval from the Cabinet for the recommendations relating to 13 Savings Programme to 2025 (SP25) service area proposals, following the completion of the Future Services Consultation earlier this year.
2. *To note, this report will be updated post the completion of the Select Committees to reflect any updates required*

Recommendation

That Cabinet approves the individual recommendations set out within the following appendices:

- Appendix 1 – Highways maintenance
- Appendix 2 - Highways winter services
- Appendix 3 - Passenger transport
- Appendix 4 - School Crossing Patrols
- Appendix 5 - Rural countryside parking
- Appendix 6 - Street lighting
- Appendix 7 - Household Waste Recycling Centres (HWRCs)
- Appendix 8 - Competitive (one-off) grant schemes
- Appendix 9 - Hampshire Cultural Trust grant

- Appendix 10 - Homelessness Support Services
- Appendix 11 - Adult Social Care charges
- Appendix 12 - Adult Social Care grant schemes
- Appendix 13 - Library stock

Executive Summary

3. This report recommends for approval 13 savings proposals in the sum of £Xm (to be updated post Select Committees), which form part of the overall SP25 savings approved by Cabinet in November 2023.
4. The 13 savings proposals are now being brought forward for approval following completion of the stage 2 consultation process, which was a consolidated consultation that covered each of the individual proposals.
5. Separate appendices are attached for each of the proposals and separate recommendations are set out above to ensure that each individual proposal can be considered separately taking into account the results of the consultation, the revised Equality Impact Assessments and any feedback from the relevant Select Committees which will be provided separately due to the publication timings of this report.
6. Given the format of this report it is not practical to try to provide an executive summary of the full content of the report, but the proposed savings that are being put forward compared to those that were approved by the County Council last November are outlined in the table below:

The table will be inserted post the completion of all Select Committees

Contextual information

7. Cabinet will be well aware that previous MTFs reports have highlighted that the County Council faces a predicted two-year budget gap to 2025/26 of £132m. This position has been consistent since it was reported following the local government finance settlement in December 2022. However, subsequent reports have outlined the building pressure across adults' and children's social care and school transport in particular, which may impact on that position.
8. In setting the budget for 2024/25 it was highlighted that £18m of school transport pressure had been absorbed within the £132m budget gap figure by reducing other contingencies and by taking more risk in the overall financial forecasts, including making some assumptions for additional social care grant. Following an outturn position for 2023/24 which showed gross overspends across Adults' and Children's Services of £38.1m, it has been necessary to review once again the overall financial position to 2025/26.

9. Whilst further, more detailed work needs to be undertaken, **it is likely that the County Council will face a revised budget gap of at least £175m (before accounting for the SP25 savings) which is a £43M increase on the previous £132M for the next financial year**, albeit that this makes no allowance for any potential increases in social care grant. It is proposed to do a more detailed update of the MTFS at the November Cabinet which will take into account the first half year monitoring, budget preparation and any announcements coming out of the Budget planned for 30 October, but clearly this worsening position highlights the importance of the savings proposals that have been put forward as part of Phase 1 of the Savings Programme to 2025 and the current work that is being undertaken to look at further options for savings which will be reported to Select Committees, Executive Members, Cabinet and County Council in January and February next year.
10. In response to the original gap of £132m, Directorates were asked last year to consider what savings could be made if they started to move towards a legal minimum service level. This was a change to previous savings programmes that set a flat percentage saving across all Directorates, reflecting the fact that £640m of savings have already been taken out and it was predicted that it may not be possible to close the budget gap through savings proposals alone.
11. In October and November 2023, following a stage 1 consultation process on options for balancing the budget, Cabinet and County Council respectively approved savings proposals totalling £90.4m, which left a budget shortfall of £41.6m against the £132m forecast budget gap; with the revised budget forecast gap for 2025/26 now more likely to be circa at least £175m (an increase in the gap of £43m), **the shortfall will be in the region of £85m**, as set out below:

	£m
Revised MTFS forecast budget shortfall	175
Less:	
SP25 savings Stage 1 & 2	(90.4)
Revised shortfall	84.6

12. This represents the revised forecast gap in 2025/26; the 2026/27 forecast gap will also be impacted and will be updated as part of the MTFS Cabinet update in November.
13. Through the Equality Impact Assessment process, it was identified that some of these proposals directly impacted residents and users of the services and therefore a consolidated stage 2 consultation process for 13 of the proposals totalling £17.494m, was launched at the beginning of 2024.

14. This report sets out the results of those 13 individual consultations and makes recommendations to Cabinet for final decisions on each proposal following feedback from the relevant Select Committees.
15. The proposed savings now being recommended to Cabinet post the stage 2 consultation is £Xm (*to be updated post completion of Select Committees*) .

Summary of service area proposals subject to further consultation

16. The 13 SP25 proposals subject to public consultation were those that initial Equality Impact Assessments, informed by residents' and stakeholders' views, had identified as having a direct public impact. Together they would contribute £17.494m towards the £132m of savings required by April 2025 to help meet the County Council's expected budget shortfall. They covered:

Universal Services:

- **Highways maintenance (£7.5m):** To reduce planned highways maintenance activities, incorporating larger-scale structural repairs, surface treatments on roads, and drainage improvements.
- **Highways winter service (£1m):** To comprehensively review and revise the criteria used to determine which roads should be treated as part of our Priority One network to better align with current national guidance and reflect changes in travelling and commuting patterns, and to update the routes accordingly.
- **Passenger transport (£1.7m):** To reduce the amount of money spent on passenger transport by withdrawing all remaining funding that the County Council is not legally required to provide. This includes funding for community transport services (incorporating Dial-a-Ride, Call and Go, Taxi Shares, Group Hire Services, and Wheels to Work), subsidies for bus routes that are not commercially viable, additional funding to extend the Concessionary Travel Scheme (older and disabled persons bus passes) and a review of the potential impact of reductions on the school transport service and social care budgets.
- **School Crossing Patrols (£1.1m):** To review the School Crossing Patrols (SCP) service by looking at each SCP site to decide if alternative safety measures exist or could be put in place that would enable the SCP to be safely withdrawn or be funded by other organisations.
- **Rural countryside parking (£0.065m):** To introduce car parking charges at rural countryside car parks (such as nature reserves and conservation sites) that the County Council manages, where it is expected that doing so would be commercially viable.
- **Street lighting (£0.5m):** To reduce the brightness of streetlights further and to extend the periods that streetlights are switched off during the night (by 2 hours) – where it is considered safe and appropriate to do so.
- **Household Waste Recycling Centres (HWRCs) (£1.2m):** To provide a sustainable, cost-effective and fit for purpose Household Waste Recycling

service within a reduced budget. This might involve introducing charging for discretionary services, implementing alternative delivery models, reducing opening days and/or hours or reducing the number of HWRCs.

Hampshire 2050:

- **Competitive (one-off) grant schemes (£0.48m):** To withdraw three competitive grant schemes which provide one-off grants to a range of community groups and organisations; namely the Leader's Community Grants, the Rural Communities Fund (including country shows) and the Parish and Town Council Investment Fund.
- **Hampshire Cultural Trust grant (£0.6m):** To reduce the amount of grant given to Hampshire Cultural Trust to manage and deliver arts and museums services.

Adults' Health and Care:

- **Homelessness Support Services (£2.028m):** To stop funding services that the County Council does not have a legal requirement to provide, that support people who are homeless or at risk of homelessness.
- **Adult Social Care grant schemes (£0.62m):** To withdraw funding for three Adult Social Care grant programmes that assist voluntary, community, and social enterprise organisations in Hampshire, namely the Council for Voluntary Services Infrastructure Grant, the Citizens Advice Infrastructure Grant and the Local Solutions Grant.
- **Adult Social Care charges (£0.50m):** Proposals to change the way contributions towards non-residential social care costs are calculated, so that the amount someone pays towards their non-residential care and support increases from 95% to 100% of any assessable income remaining once standard outgoings are paid for and an allowance is made for general living costs such as food, utility bills and clothing.

Children's Services:

- **Library stock (£0.2m):** To reduce how much is spent on new library stock, such as books and digital resources, each year.

Future Services Consultation - Approach

17. To inform the Member decision process the County Council undertook an open public consultation called the 'Future Services Consultation' which ran for 12 weeks from 8 January to 31 March 2024. The consultation sought to understand the potential impacts of each proposal in more detail, to consult on potential options and to clarify whether there may be other ways in which the savings could be made.
18. Hampshire residents and communities have different needs and views. Not everyone will want to participate in a consultation, however it is important that we seek to understand the views of those who are a) impacted by and b)

have a genuine interest in the proposals. By undertaking an open consultation process we aimed to ensure that everyone who wished to have a say had the opportunity to do so. Promotional activity supporting the Future Services Consultation was undertaken using a range of channels and ways, to invite residents, service users/recipients, stakeholders, and staff to be involved and provide feedback during the consultation period.

19. The 13 proposals were presented as one consultation to aid understanding of the range of services affected and the combined potential effect on individuals, communities and organisations. Respondents were invited to share their views on some or all of the proposals, according to their own preference.
20. The consultation was supported by a comprehensive communications plan and a response monitor which tracked respondent demographics to enable an agile approach to promotional activities in areas of under-representation. The consultation promotion included a wide range of online and offline channels, with appropriate activities informed by a stakeholder analysis. These included significant levels of promotion on social media – via corporate channels as well as targeted to under-represented groups identified by the response monitor, in addition to more traditional channels such as paid for adverts in key printed newspapers, radio adverts, promotion within further and higher education establishments, posters at bus stops/on buses and banners at HWRCs. The full range of existing County Council channels were also used, including residents e-newsletters and the website – County Councillors were also encouraged to raise awareness of the consultation with their local residents. Residents who would be directly affected by the adult social care charging and passenger transport proposals were also written to personally, and a range of outreach work was undertaken with district councils regarding the homelessness support service proposal.
21. An Information Pack containing details of the proposals, and a consultation Response Form were developed in standard and EasyRead formats. These were published on-line and made available in paper format, with other languages and formats available on request. Online documents were compatible with screen readers and ‘read aloud’ technology. Unstructured responses could also be submitted via email or letter.
22. Officers supported cross party Working Groups that were established for Members to oversee and scrutinise the consultation process. This included advising the Working Group of the approach being taken to the consultation, informing them of promotional activities and progress, and actioning Member feedback arising from this information.
23. The consultation received almost 14,000 responses via the consultation response form, and over 400 emails and letters. This is equivalent to 1.2% of Hampshire’s population aged 16 and above.

24. Of the responses submitted 13,952 were from individuals, 86 were from democratically Elected Representatives, and 275 from groups, organisations, or businesses. The remaining respondents did not provide this information.

Future Services Consultation - Feedback

25. The Future Services Consultation featured 13 service change proposals, which between them included 27 options for change. Responses submitted via the consultation response form indicated that for:

- 11 of these options, a majority of respondents (51% or more) disagreed with the proposed change.
- 6 of these options, a majority of respondents (51% or more) agreed with the proposed change.
- the remaining 10 options no majority view was reached.

Proposals	Options	Status
Universal Services		
Highways maintenance	Reducing planned highways maintenance activities	Majority disagreement
Highways winter service	Reviewing and revising the Priority One winter maintenance network criteria	Majority disagreement
Passenger Transport	If permitted by law, withdrawing c.£75,000 Concessionary Travel Scheme funding	Majority disagreement
	Withdrawing all funding from community transport services	Majority disagreement
	Withdrawing around £800,000 of funding for bus services	Majority disagreement
School Crossing Patrols (SCPs)	Removing SCPs from crossing points which are deemed safe	No majority view
	Taking measures that would make unsafe crossings safe without the need for an SCP	Majority agreement
Rural countryside parking	Charging for parking at specified rural countryside car parks with 20 or more spaces	Majority agreement
	Charging at rural car parks with under 20 spaces, or where ownership is shared	No majority view

Proposals	Options	Status
Street lighting	Dimming street lights further on residential streets where safe to do so	Majority agreement
	Dimming street lights further on the classified road network where safe to do so	Majority agreement
	Extending periods where lights are switched off to 5 hours per night	Majority agreement
Household Waste Recycling Centres (HWRCs)	Reducing the opening days and/or hours of HWRCs	No majority view
	Implementing alternative HWRC delivery models	No majority view
	Introducing charging for discretionary HWRC services	No majority view
	Changing the types of waste accepted at HWRCs	Majority disagreement
	Reducing the number of existing HWRC sites	Majority disagreement
Hampshire 2050		
Hampshire Cultural Trust Grant	Reducing the annual grant given to Hampshire Cultural Trust by £600,000	No majority view
Competitive (one off) grant schemes	Withdrawing all funding for the Leader's Community Grants	Majority agreement
	Withdrawing all Rural Communities Fund funding	No majority view
	Withdrawing all Parish and Town Council Investment Fund funding	No majority view
Adults' Health and Care		
Homelessness Support Services	Withdrawing all funding for Homelessness Support Services	Majority disagreement
Adult social care grant schemes	Withdrawing all Local Solutions Grant funding	No majority view
	Withdrawing all Council for Voluntary Services Infrastructure Grant funding	Majority disagreement
	Withdrawing all Citizens Advice Infrastructure Grant funding	Majority disagreement
Adult social care charges	Using all assessable income to calculate contribution towards non-residential care	No majority view

Proposals	Options	Status
Children's Services		
Library Stock	Reducing annual spend on new library stock by £200,000	Majority disagreement

26. Respondents perceived that the proposals would impact a range of protected characteristics, most notably, disability and age as well as other issues such as poverty, and rurality. Respondents also highlighted the environmental impacts arising from the proposals.

27. Amongst those who disagreed with the proposals, common concerns related to negative effects of service loss or reduction, exacerbating pressures on other organisations/services and increased costs (both to individuals and to the council in the longer-term). Reflecting this, the response from service users and responding organisations (including service providers) was generally much more opposed. Impacts relating to safety, isolation and mental health were also often mentioned.

28. Broadly speaking, those who agreed with the proposals tended to be less likely to recognise a negative impact, and more likely to acknowledge the financial constraints under which the County Council was operating and therefore accepted (sometimes reluctantly) that change to non-statutory services was necessary. This was particularly so where it was perceived that alternative sources of funding could be accessed, or where other organisations or individuals could take responsibility. Where caveats accompanied the proposal, those who agreed were keen that these were applied. There was also some evidence of people looking across the proposed options and finding some more palatable than others.

29. A fuller analysis of the views, impacts and alternative suggestions arising from each proposal is contained within the Appendices to this report.

Changes to savings proposals

30. The final recommendations made to Cabinet, which have been informed by feedback received as part of the Future Services Consultation, alongside other relevant factors including operational, financial, policy and legal considerations, are set out within the appendices to this report (*to be added for all Directorates post completion of Select Committees*).

31. These recommendations, if accepted, will achieve total savings of £xm, as set out in the table below (*table to be inserted post completion of Select Committees*)

Equality Impact Assessment

32. In addition to the consultation process, a separate key part of the SP25 Programme is ensuring that the County Council understands the impact of the

SP25 savings proposals on people with protected characteristics and has due regard to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Equality Act 2010; to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

33. Whilst the Public Sector Equality Duty (Equality Act 2010) requires public authorities to have due regard to the above mentioned equality considerations, councils are not mandated to conduct Equality Impact Assessments (EIAs). Nevertheless, EIAs have become a common tool to record the steps taken in seeking to meet the Public Sector Equality Duty.
34. In keeping with good practice, the County Council has produced Equality Impact Assessments (EIAs) for all proposed service changes included within the relevant appendices to this report, to inform the decision making process.
35. By the very nature of the services that the County Council provides, there are inevitably changes that impact those people with protected characteristics. Whilst this does not mean that a proposal cannot be implemented, it does mean that the County Council needs to have an understanding, both individually and collectively, of the impact on those groups of people and look at ways of mitigating that impact.
36. In addition to the individual EIAs referred to in paragraph 34, a cumulative EIA has been completed, to provide Cabinet with an overview of the overall expected impact of the proposals set out. The cumulative EIA is set out in Appendix A and is based on 13 individual EIAs (one for each proposal) completed in May 2023.
37. As Appendix A details, the headline results from the cumulative EIA are as follows:
 - The number of proposals impacting on at least one characteristic group are summarised below. There are:
 - Six proposals indicating medium or high negative impacts
 - A further six proposals indicating low negative impacts (but no medium/high negative impacts)
 - One proposal suggested changes could have a solely neutral impact on people from key characteristic groups, indicating no potential positive or negative impacts
 - One proposal indicating a positive impact on rurality, in addition to other negative impacts.
 - Across all proposals, the key characteristics most likely to be negatively impacted are age, disability, poverty and rurality. However, there were no

noticeable impacts on people or groups based on their gender reassignment, sexual orientation, or marriage and civil partnership.

- Of the 12 EIAs that identified potential negative impacts, all of these identified negative impacts on more than one characteristic. The most frequent combinations of impacts involve age, disability, gender, poverty, rurality and race.
- Proposals tended to be assessed to negatively impact older people (aged 65 or over); a general range of disability cohorts (including impact on stretching the budgets of disabled people); females more than males; general poverty impacts (including impact on budgets of people in poverty and benefit claimants); rural communities.

38. To help address the identified impacts, the mitigating actions identified in the individual proposal EIAs will be put in place as part of implementing the proposals, as far as is reasonably possible.

Climate Change Impact Assessment

39. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience impacts of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.

40. Given that this report deals with savings proposals as part of a wider financial strategy it is difficult to assess any specific climate change impacts at this stage. However, further information has been provided within each of the relevant appendices, where anticipated impacts on climate change will continue to be assessed as part of the implementation process. This includes any potential increase or reductions in Carbon Emissions.

41. Overall, the impacts on climate change are expected to be limited. However, a positive impact on climate change is expected for the Street Lighting proposal, where previous work undertaken suggests that implementation of recommendations could lead to a reduction in carbon emissions and energy consumption.

Conclusions *(this section will be updated post completion of the Select Committees)*

42. The Future Services consultation received almost 14,000 responses via the consultation response form, and over 400 emails and letters. The feedback received from these responses, alongside other relevant factors including operational, financial, policy and legal considerations have informed the final savings proposals recommended to Cabinet.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	Yes
People in Hampshire enjoy being part of strong, inclusive communities:	Yes

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Savings Programme to 2025 – Revenue Savings Proposals Executive Member for Universal Services	<u>18 September 2023</u>
Savings Programme to 2025 – Revenue Savings Proposals Executive Member for Adult Services and Public Health	<u>19 September 2023</u>
Savings Programme to 2025 – Revenue Savings Proposals Executive Member for Children's Services	<u>22 September 2023</u>
Savings Programme to 2025 – Revenue Savings Proposals Executive Member for Hampshire 2050 and Corporate Services (Hampshire 2050 Proposals)	<u>25 September 2023</u>
Savings Programme to 2025 – Revenue Savings Proposals Executive Member for Hampshire 2050 and Corporate Services (Corporate Services Proposals)	<u>25 September 2023</u>
Medium Term Financial Strategy Update and Savings Programme to 2025 Revenue Savings Proposals Cabinet	<u>10 October 2023</u>
Medium Term Financial Strategy Update and Savings Programme to 2025 Revenue Savings Proposals County Council	<u>9 November 2023</u>
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents

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

Document

Location

Responses to the Hampshire County
Council Future Services Consultation 2024
(containing exempt information)

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

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

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

Due regard in this context involves having due regard in particular to:

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

2. Equalities Impact Assessment:

Given that this report deals with a large number of options and proposals for savings as part of the Savings Programme to 2025, the individual updated EIAs for each of the 13 proposals are included as a separate Annex to each of the 13 Appendix reports, to aid the decision making process.

Cumulative Equality Impact Assessment

The Cumulative Equality Impact Assessment detailed in this Appendix is based on 13 Equality Impact Assessments (EIAs) completed in May 2024. As these EIAs continue to be reviewed or updated, the Cumulative EIA may be further revised.

These EIAs looked at potential impacts relating to changes proposed in the 2024 Future Service Consultation (FSC):

- Adult social care charges
- Adult social care grant schemes
- Competitive (one-off) grant schemes
- Hampshire Cultural Trust grant
- Highways maintenance
- Highways winter service
- Homelessness support services
- Household Waste Recycling Centres (HWRCs)
- Library stock
- Passenger transport
- Rural countryside parking
- School Crossing Patrols
- Street lighting

Of these 13 EIAs:

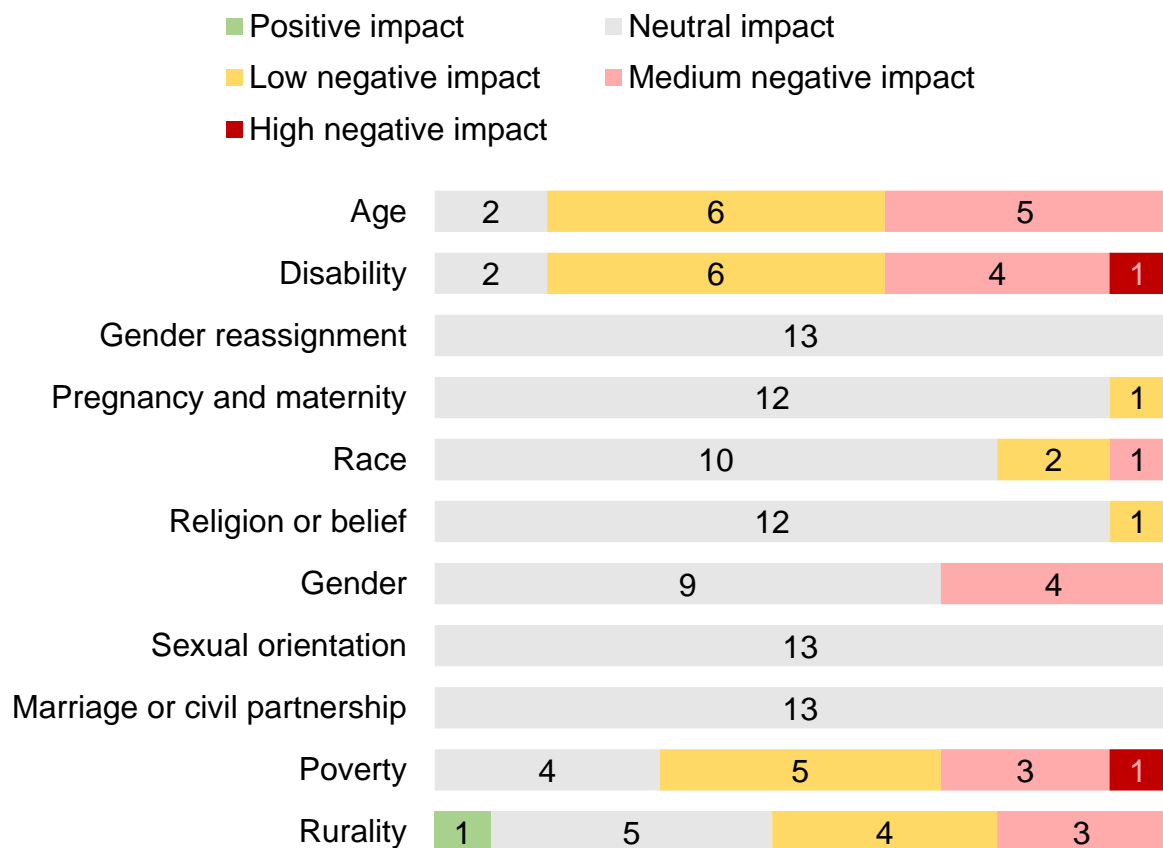
- 1 (Library stock) indicated that proposals could have a solely neutral impact on people from key characteristic groups, with no potential positive or negative impacts noted
- 6 indicated that proposals would have low negative impacts on people from at least 1 key characteristic group, but no medium or high negative impacts. These related to:
 - Competitive (one-off) grant schemes
 - Hampshire Cultural Trust grant
 - Highways maintenance
 - Highways winter service
 - Household Waste Recycling Centres (HWRCs)
 - Rural countryside parking
- 6 indicated that proposals would have medium or high negative impacts on people from at least 1 key characteristic group. These related to:
 - Adult social care charges
 - Adult social care grant schemes
 - Homelessness Support Services
 - Passenger transport
 - School Crossing Patrols
 - Street lighting

- 1 proposal (Street lighting) was felt to have a positive impact on rurality, in addition to other negative impacts.

The chart below provides a summary of the anticipated impacts by characteristic. It shows that the key characteristics most likely to be negatively impacted are age (11 negative impacts), disability (11 negative impacts), poverty (9 negative impacts), rurality (7 negative impacts), gender (4 negative impacts), race (3 negative impacts), pregnancy and maternity (1 negative impact), and religion or belief (1 negative impact).

In contrast there were deemed to be no noticeable impacts from the proposed changes on people or groups based on their gender reassignment, sexual orientation, or marriage and civil partnership.

Level and type of impact per characteristic



Of the 12 EIAs that identified potential negative impacts, all of these identified negative impacts on more than one group. The table below shows how often two characteristics appear together. Combinations that appear at least 3 times are shaded in grey.

This demonstrates that the most frequent combinations of impacts involve age, disability, gender, poverty, rurality and race.

	Age	Disability	Gender reassignment	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Marriage or civil partnership	Poverty	Rurality
Rurality	6	7	-	1	2	1	2	-	-	6	7
Poverty	8	9	-	1	3	1	3	-	-	9	
Marriage or civil partnership	-	-	-	-	-	-	-	-	-		
Sexual orientation	-	-	-	-	-	-	-	-			
Sex	3	3	-	1	2	1	4				
Religion or belief	1	1	-	1	1	1					
Race	3	3	-	1	3						
Pregnancy and maternity	1	1	-	1							
Gender reassignment	-	-	-								
Disability	10	11									
Age	11										

None of the characteristics appeared in isolation in the EIAs – in every case where an EIA mentioned a negative impact there was also mention of a negative impact on at least one other characteristic.

Within the 5 EIAs that referenced medium or high negative impacts on **age** there were references to:

- **older people** aged 65 or over (4 mentions), relating to proposed changes to adult social care charges, adult social care grant schemes, passenger transport, and school crossing patrols;
- age being impacted in general, without reference to any specific age groups (1 EIA: street lighting)

Within the 5 EIAs that referenced medium or high negative impacts on **disability** there were references to:

- people with **visual impairments** (1 mention), in relation to street lighting
- impacts on the **budgets** of people with disabilities which are likely to be more stretched (1 mention), in relation to adult social care charges
- impacts on **physical health, mental health, and substance misuse** (1 mention each), in relation to homelessness support services
- disability impacts in general, without specific reference to any groups (2 EIAs: adult social care grant schemes, and passenger transport)

Of the 4 EIAs that referenced medium or high negative impacts on **gender**:

- 3 mentioned impacts on **females** (passenger transport, school crossing patrols, and street lighting)
- 1 mentioned impacts on **males** (homelessness support services)

Within the 4 EIAs that referenced medium or high negative impacts on **poverty** there were references to:

- the **budgets of people in poverty** (1 mention within adult social care charges)
- impacts on benefit claimants (1 mention within homelessness support services)
- poverty impacts in general, without specific reference to any groups (2 EIAs: adult social care grant schemes, and passenger transport)

Within the 3 EIAs that referenced medium or high negative impacts on **rurality** there were references to:

- **access to transport** in rural areas (2 mentions), in relation to homelessness support services and passenger transport
- **higher demand for services** in rural areas (1 mention), in relation to passenger transport
- rurality impacts in general, without specific reference to any groups (1 EIA: adult social care grant schemes)

A summary list of all submitted EIAs is included below:

Key		Directorate	Age	Disability	Gender reassignment	Pregnancy and maternity	Race	Religion or belief	Gender	Sexual orientation	Marriage or civil partnership	Poverty	Rurality
Positive impact	P												
Neutral impact	N												
Low negative impact	L												
Medium negative impact	M												
High negative impact	H												
EIA													
Adult social care charges	Adults' Health and Care	M	M	N	N	N	N	N	N	N	N	M	N
Adult social care grant schemes	Adults' Health and Care	M	M	N	N	M	N	N	N	N	N	M	M
Homelessness Support Services	Adults' Health and Care	N	H	N	N	N	N	M	N	N	N	H	M
Library stock	Children's Services	N	N	N	N	N	N	N	N	N	N	N	N
Competitive (one-off) grant schemes	Hampshire 2050	L	L	N	N	N	N	N	N	N	N	L	L
Hampshire Cultural Trust grant	Hampshire 2050	L	L	N	N	N	N	N	N	N	N	L	N
Highways maintenance	Universal Services	L	L	N	N	N	N	N	N	N	N	N	N
Highways winter service	Universal Services	L	L	N	N	N	N	N	N	N	N	N	L
Household Waste Recycling Centres (HWRCs)	Universal Services	L	L	N	N	N	N	N	N	N	N	L	L
Passenger transport	Universal Services	M	M	N	L	L	L	M	N	N	N	M	M
Rural countryside parking	Universal Services	L	L	N	N	N	N	N	N	N	N	L	L
School Crossing Patrols	Universal Services	M	N	N	N	N	N	M	N	N	N	N	N
Street lighting	Universal Services	M	M	N	N	L	N	M	N	N	N	L	P