## **Cumulative Equality Impact Assessment**

The Cumulative Equality Impact Assessment detailed in this Appendix is based on 70 Equality Impact Assessments (EIAs) completed in August 2023. As these EIAs continue to be reviewed or updated, the Cumulative EIA may be further revised.

Of the 70 EIAs:

- 21 (30%) indicated that proposals could have a neutral impact on people from key characteristic groups, with no potential positive or negative impacts noted
- 7 (10%) suggested changes could have a solely positive impact
- 42 (60%) highlighted proposals with at least one possible negative impact (high, medium or low). Of these, three proposed changes (4% of the total) were reported as potentially having both positive and 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 disability (28 negative impacts), age (20 negative impacts), sex (17 negative impacts), and poverty (17 negative impacts). The high proportion of negative impacts relating to disability and age reflect that 38 of the 70 EIAs were in relation to proposed changes to services in Adults' Health and Care and Children's Services, that most frequently support young, older and disabled people. These services account for over 68% of the County Council budget<sup>1</sup>.

## Level and type of impact per protected characteristic

- Positive impact
- Neutral impact

Medium negative impact

- Low negative impact
- High negative impact

| Age                           | 10 | 40 |    | 15 | 4 1 |
|-------------------------------|----|----|----|----|-----|
| Disability                    | 10 | 32 | 13 | 8  | 7   |
| Gender reassignment           | 2  | 68 |    |    |     |
| Pregnancy and maternity       | 2  | 58 |    |    | 8 2 |
| Race                          | 2  | 62 |    |    | 4 2 |
| Religion or belief            | 2  | 66 |    |    | 2   |
| Sex                           | 3  | 50 |    | 15 | 11  |
| Sexual orientation            | 2  | 67 |    |    | 1   |
| Marriage or civil partnership | 2  | 67 |    |    | 1   |
| Poverty                       | 5  | 48 |    | 9  | 6 2 |
| Rurality                      | 5  | 52 |    | 7  | 33  |

<sup>&</sup>lt;sup>1</sup> <u>https://www.hants.gov.uk/aboutthecouncil/budgetspendingandperformance/budgetandcounciltax</u>

Of the 42 EIAs that identified potential negative impacts, 27 of these identified negative impacts on more than one group. The table below shows how often two characteristics appear together (with percentages as a proportion of the total 70 EIAs). Combinations that appear at least five times are shaded in grey.

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

|                                     | Age         | Disability  | Gender<br>reassignment | Pregnancy and<br>maternity | Race      | Religion or belief | Sex         | Sexual<br>orientation | Marriage or civil<br>partnership | Poverty     | Rurality    |
|-------------------------------------|-------------|-------------|------------------------|----------------------------|-----------|--------------------|-------------|-----------------------|----------------------------------|-------------|-------------|
| Rurality                            | 9<br>(13%)  | 10<br>(14%) | -                      | 5<br>(7%)                  | 3<br>(4%) | 2<br>(3%)          | 7<br>(10%)  | -                     | -                                | 12<br>(17%) | 13<br>(19%) |
| Poverty                             | 10<br>(14%) | 10<br>(14%) | -                      | 5<br>(7%)                  | 3<br>(4%) | 2<br>(3%)          | 6<br>(9%)   | -                     | 1<br>(1%)                        | 17<br>(24%) |             |
| Marriage or<br>civil<br>partnership | 1<br>(1%)   | -           | -                      | -                          | -         | -                  | -           | -                     | 1<br>(1%)                        |             |             |
| Sexual<br>orientation               | 1<br>(1%)   | 1<br>(1%)   | -                      | -                          | 1<br>(1%) | -                  | 1<br>(1%)   | 1<br>(1%)             |                                  |             |             |
| Sex                                 | 11<br>(16%) | 10<br>(14%) | -                      | 10<br>(14%)                | 5<br>(7%) | 2<br>(3%)          | 17<br>(24%) |                       |                                  |             |             |
| Religion or belief                  | 2<br>(3%)   | 2<br>(3%)   | -                      | 2<br>(3%)                  | 2<br>(3%) | 2<br>(3%)          |             |                       |                                  |             |             |
| Race                                | 6<br>(9%)   | 5<br>(7%)   | -                      | 3<br>(4%)                  | 6<br>(9%) |                    | J           |                       |                                  |             |             |
| Pregnancy<br>and maternity          | 7<br>(10%)  | 6<br>(9%)   | -                      | 10<br>(14%)                |           | J                  |             |                       |                                  |             |             |
| Gender<br>reassignment              | -           | -           | -                      |                            | 1         |                    |             |                       |                                  |             |             |
| Disability                          | 16<br>(23%) | 28<br>(40%) |                        |                            |           |                    |             |                       |                                  |             |             |
| Age                                 | 20<br>(29%) |             |                        |                            |           |                    |             |                       |                                  |             |             |
| Number of                           |             | -           |                        |                            |           |                    |             |                       |                                  |             |             |

| Number of      |       |       |   |       |      |      |       |      |      |       |       |
|----------------|-------|-------|---|-------|------|------|-------|------|------|-------|-------|
| EIAs with      |       |       |   |       |      |      |       |      |      |       |       |
| multiple       | 20    | 18    |   | 10    | 6    | 2    | 15    | 1    | 1    | 14    | 13    |
| impacts        | (29%) | (26%) | - | (14%) | (9%) | (3%) | (21%) | (1%) | (1%) | (20%) | (19%) |
| including this |       |       |   |       |      |      |       |      |      |       |       |
| characteristic |       |       |   |       |      |      |       |      |      |       |       |

Within the 28 EIAs that referenced negative impacts on disability there were references to potential impacts on:

- people with mental health issues (ten mentions)
- people with learning disabilities (nine mentions)
- people with physical disabilities (eight impacts)
- staff with a disability, people with visual or mobility impairments, and people with a disability that impairs their ability to use technology (one mention each)

Within the 20 EIAs that referenced negative impacts on age there were references to potential impacts on:

- older service users (11 mentions)
- younger service users (seven mentions)
- older staff (five mentions)
- younger staff (one mention)

Within the 17 EIAs that referenced negative impacts on sex there were references to potential impacts on:

- female staff (nine mentions)
- female service users (seven mentions)
- male service users (one mention)

Within the 17 EIAs that referenced negative impacts on poverty there were references to potential impacts on:

- communities where deprivation is high (four mentions)
- people without access to transport (three mentions)
- people in receipt of benefits (two mentions)
- people digitally excluded as a result of poverty (two mentions)
- people on lower incomes, and staff who may be at risk of redundancy (one mention each)

Within the 13 EIAs that referenced negative impacts on rurality there were references to potential impacts on:

- smaller communities (four mentions)
- areas with poor local access to services (three mentions)
- rural areas with roads in poor condition (two mentions)
- people with poor access to transport or who rely on the use of a car (two mentions)
- people requiring on emergency care, and poorly connected communities (one mention each)

## A summary list of all submitted EIAs is included below:

| Medium negative impactMHigh negative impactHHigh negative impactHCare Governance and Quality AssuranceAdults' Health and CareNLNNLResident Participation: Hampshire Personalisation Expert PanelAdults' Health and CareNLNNNNContracts ReviewAdults' Health and CareNLNN <t< th=""><th>Z     Z</th><th>Z Z Z Z Z Z Z Z Z Z Orientation</th><th>: Z Z Z Z Z Z Z Z Z Z Z Z Z Z Parriage or civil</th><th>Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z</th><th>Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z</th></t<>   | Z     Z | Z Z Z Z Z Z Z Z Z Z Orientation                     | : Z Z Z Z Z Z Z Z Z Z Z Z Z Z Parriage or civil | Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z | Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z |
|--|---|---|---|---------------------------------------|---------------------------------------|
| Care Governance and Quality Assurance   Adults' Health and Care   L   N   N   N   L     Resident Participation: Hampshire Personalisation Expert Panel   Adults' Health and Care   N   L   N   N   N     Contracts Review   Adults' Health and Care   N   H   N   M   N     Review workforce requirements in Young Adults   Adults' Health and Care   L   L   N   N   N     Review workforce requirements in Young Adults   Adults' Health and Care   N   M   N   N   N     Review support provided for people with learning disabilities in employment   Adults' Health and Care   N   M   N  | N L   N N   | Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z               | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N       | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N  | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N  |
| Care Governance and Quality Assurance   Adults' Health and Care   L   N   N   N   L     Resident Participation: Hampshire Personalisation Expert Panel   Adults' Health and Care   N   L   N   N   N     Contracts Review workforce requirements in Young Adults   Adults' Health and Care   L   L   N   N   N     Review workforce requirements in Young Adults   Adults' Health and Care   L   L   N   N   N     Review workforce requirements in Young Adults   Adults' Health and Care   N   M   N   N   N     Review support provided for people with learning disabilities in employment   Adults' Health and Care   N   M   N   N   N     Review the provision of transport and consider alternatives   Adults' Health and Care   N   L   N   N   N     Review the use of volunteers to support young adults   Adults' Health and Care   N   L   N   N   N     Review the use of technology in residential care and supportel living   Adults' Health and Care   N   N   N   N   N   N   N   N   N   N   N   N<   | N L   N N   | Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z               | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N       | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N  | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N  |
| Care Governance and Quality Assurance   Adults' Health and Care   L   N   N   N   L     Resident Participation: Hampshire Personalisation Expert Panel   Adults' Health and Care   N   L   N<  | N L   N N   | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N       | N<br>N<br>N<br>N<br>N<br>N<br>N       | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N  |
| Care Governance and Quality Assurance   Adults' Health and Care   L   N   N   N   L     Resident Participation: Hampshire Personalisation Expert Panel   Adults' Health and Care   N   L   N   N   N     Contracts Review workforce requirements in Young Adults   Adults' Health and Care   L   L   N   N   N     Review workforce requirements in Young Adults   Adults' Health and Care   L   L   N   N   N     Review workforce requirements in Young Adults   Adults' Health and Care   N   M   N   N   N     Review support provided for people with learning disabilities in employment   Adults' Health and Care   N   M   N   N   N     Review the provision of transport and consider alternatives   Adults' Health and Care   N   L   N   N   N     Review the use of volunteers to support young adults   Adults' Health and Care   N   L   N   N   N     Review the use of technology in residential care and supportel living   Adults' Health and Care   N   N   N   N   N   N   N   N   N   N   N   N<   | N N N<br>N N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N   | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N       | N<br>N<br>N<br>N<br>N<br>N<br>N       | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N  |
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| Resident Participation: Hampshire Personalisation Expert Panel   Adults' Health and Care   N   L   N   N   N     Contracts Review   Adults' Health and Care   N   H   N   N   N   N     Review workforce requirements in Young Adults   Adults' Health and Care   L   L   L   N   N   N     Review workforce requirements in opportunities for Mental Health services with the Mults' Health and Care   N   M   N<   | N N N<br>N N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N   | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N            | N<br>N<br>N<br>N<br>N<br>N<br>N       | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N  |
| Contracts Review   Adults' Health and Care   N   H   N   M   N     Review workforce requirements in Young Adults   Adults' Health and Care   L   L   N   N   N     Review use of wellbeing centres and explore alternative funding   Adults' Health and Care   N   M   N <td>N M   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N</td> <td>N<br/>N<br/>N<br/>N<br/>N<br/>N<br/>N<br/>N<br/>N<br/>N</td> <td>N<br/>N<br/>N<br/>N<br/>N<br/>N<br/>N</td> <td>N<br/>N<br/>N<br/>N<br/>N<br/>N<br/>N</td> <td>M<br/>N<br/>N<br/>N<br/>N<br/>N<br/>N</td>  | N M   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   N N   | N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N<br>N      | N<br>N<br>N<br>N<br>N<br>N<br>N                 | N<br>N<br>N<br>N<br>N<br>N<br>N       | M<br>N<br>N<br>N<br>N<br>N<br>N       |
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| NHS   N   M   N   N   N   N   N   N   N   N   N   N   N   Review support provided for people with learning disabilities in employment   Adults' Health and Care   N   H   N  | N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N  | N<br>N<br>N<br>N<br>N<br>N                          | N<br>N<br>N<br>N                                | N<br>N<br>N                           | N<br>N<br>N                           |
| Review support provided for people with learning disabilities in<br>employment   Adults' Health and Care   N   H   N   N     Review the provision of transport and consider alternatives   Adults' Health and Care   N   H   N   N   N     Review the provision of transport and consider alternatives   Adults' Health and Care   N   L   N   N   N     Expansion of HCC Care to provide more long-term services for people   Adults' Health and Care   N   A   Adults' Health and Care   N   H   N   N   N   N   N   N   | N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N  | N<br>N<br>N<br>N<br>N<br>N                          | N<br>N<br>N<br>N                                | N<br>N<br>N                           | N<br>N<br>N                           |
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| Increase the use of volunteers to support young adults   Adults' Health and Care   N   L   N   N   N   N     Expansion of HCC Care to provide more long-term services for people   Adults' Health and Care   N   Adults' Health and Care   N   L   N   L   L   N   N   N   | N N N N N N N N N N N N N N N N N N N   | N<br>N<br>N<br>N                                    | N<br>N<br>N                                     | N<br>N                                | N                                     |
| Expansion of HCC Care to provide more long-term services for people   Adults' Health and Care   N   Strengths Based Approach across Young Adults   <   | N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N<br>N N  | N<br>N<br>N<br>N                                    | N<br>N<br>N                                     | N                                     | N                                     |
| with disabilitiesNNNNNNReview the use of technology in residential care and supported living<br>with a particular focus upon night supportAdults' Health and CareNMNNNA further review and increase in the use of supported living models and<br>a decrease in the use of residential care for some Young AdultsAdults' Health and CareNLNNNNTransition strategiesAdults' Health and CareLHNNNNNReview and manage the provision of high-cost placements within<br>Young AdultsAdults' Health and CareLHNNNNApplication of Strengths Based Approaches and further extension of<br>Strengths Based Approach across Young AdultsAdults' Health and CareNHNNNIcenning and Development IncomeAdults' Health and CarePPPPPBrokerage & Billing FeesAdults' Health and CareMMNNNIcenhology Erabled Care Private PayAdults' Health and CarePPNNNGrants ReviewAdults' Health and CareMMNNNNHealth ContributionsAdults' Health and CareNMNNNOlder Adults (Reablement including<br>Occupational Therapy)Adults' Health and CareNNNNOlder Adults Care Overview EIAAdults' Health and CarePPNNNNOl   | N N<br>N N<br>N N<br>N N<br>N N<br>P P<br>N N<br>N N  | N<br>N<br>N   | N<br>N  |                                       |                                       |
| Review the use of technology in residential care and supported living with a particular focus upon night support   Adults' Health and Care   N   M   N   L   L   N   N   N   N   L   L   N   N   N   L   L   N   N   L   L   | N N<br>N N<br>N N<br>N N<br>N N<br>P P<br>N N<br>N N  | N<br>N<br>N   | N<br>N  |                                       |                                       |
| with a particular focus upon hight support N M N N N   A further review and increase in the use of supported living models and<br>a decrease in the use of residential care for some Young Adults Adults' Health and Care N N N N N   Transition strategies Adults' Health and Care L H N N N   Review and manage the provision of high-cost placements within<br>Young Adults Adults' Health and Care L H N N   Application of Strengths Based Approaches and further extension of<br>Strengths Based Approach across Young Adults Adults' Health and Care N H N N   Learning and Development Income Adults' Health and Care P P P P   Brokerage & Billing Fees Adults' Health and Care M M N N   Grants Review Adults' Health and Care P P P P   Brokerage & Billing Fees Adults' Health and Care P P N N   Grants Review Adults' Health and Care P P N N N   Grants Review Adults' Health and Care N N N N N   Review workforce requirements in Older Adults (Reablement including<br>Adults' Health and Care <t< td=""><td>N N<br/>N N<br/>N N<br/>P P<br/>N N<br/>N N</td><td>N<br/>N</td><td>N</td><td>N</td><td>N</td></t<>   | N N<br>N N<br>N N<br>P P<br>N N<br>N N  | N<br>N  | N   | N                                     | N                                     |
| A further review and increase in the use of supported living models and<br>a decrease in the use of residential care for some Young Adults   Adults' Health and Care   N   L   N   N   N     Transition strategies   Adults' Health and Care   L   H   N   N   N   N     Review and manage the provision of high-cost placements within   Adults' Health and Care   N   H   N   N   N     Application of Strengths Based Approaches and further extension of<br>Strengths Based Approach across Young Adults   Adults' Health and Care   N   H   N   N   N     Learning and Development Income   Adults' Health and Care   P   N   N   N   N   N   N   N   N   N   N   N   N   | N N<br>N N<br>P P<br>N N<br>N N   | N   |   |                                       |                                       |
| Transition strategies Adults' Health and Care L H N N   Review and manage the provision of high-cost placements within<br>Young Adults Adults' Health and Care N H N N   Application of Strengths Based Approaches and further extension of<br>Strengths Based Approach across Young Adults Adults' Health and Care N H N N   Learning and Development Income Adults' Health and Care P P P P   Brokerage & Billing Fees Adults' Health and Care M M N N   Disabled Care Private Pay Adults' Health and Care P P P P   Disabled Facilities Grants Adults' Health and Care P P N N   Grants Review Adults' Health and Care M N N N   Review workforce requirements in Older Adults (Reablement including Adults' Health and Care N N N   Review and Advice Adults' Health and Care P P N N N   Occupational Therapy) Adults' Health and Care N N N N   Older Adults Care Overview EIA Adults' Health and Care P P N N   Information and Advice Adults' Health and C   | N N<br>N N<br>P P<br>N N<br>N N   | N   |   |                                       |                                       |
| Review and manage the provision of high-cost placements within   Adults' Health and Care   N   H   N   N     Application of Strengths Based Approaches and further extension of   Adults' Health and Care   N   H   N   N   N     Strengths Based Approach across Young Adults   Adults' Health and Care   N   H   N   N   N     Learning and Development Income   Adults' Health and Care   P   N <td>N N<br/>N N<br/>P P<br/>N N<br/>N N</td> <td></td> <td></td> <td>Ν</td> <td>N</td>  | N N<br>N N<br>P P<br>N N<br>N N   |   |   | Ν                                     | N                                     |
| Young Adults N H N N N   Application of Strengths Based Approaches and further extension of<br>Strengths Based Approach across Young Adults Adults' Health and Care N H N N N   Learning and Development Income Adults' Health and Care P P P P P   Brokerage & Billing Fees Adults' Health and Care M M N N N   Technology Enabled Care Private Pay Adults' Health and Care P P P N N   Disabled Facilities Grants Adults' Health and Care P P N N N   Grants Review Adults' Health and Care P P N N N   Review workforce requirements in Older Adults (Reablement including<br>Occupational Therapy) Adults' Health and Care N N N   Older Adults Care Overview EIA Adults' Health and Care P P N N   Information and Advice Adults' Health and Care P P N N   | N N<br>P P<br>N N<br>N N  | N   | N   | N                                     | Ν                                     |
| Application of Strengths Based Approaches and further extension of   Adults' Health and Care   N   H   N   N   N     Strengths Based Approach across Young Adults   Adults' Health and Care   P   N  | N N<br>P P<br>N N<br>N N  | N   |   |                                       |                                       |
| Strengths Based Approach across Young Aduits N N N N   Learning and Development Income Aduits' Health and Care P P P P   Brokerage & Billing Fees Aduits' Health and Care M M N N   Technology Enabled Care Private Pay Aduits' Health and Care P P N N   Disabled Facilities Grants Aduits' Health and Care P P N N   Grants Review Aduits' Health and Care P P N N   Health Contributions Aduits' Health and Care M M N N   Review workforce requirements in Older Adults (Reablement including<br>Occupational Therapy) Aduits' Health and Care N N N   Older Adults Care Overview EIA Aduits' Health and Care P P N N   Information and Advice Aduits' Health and Care P P N N   | PNNN  |   | N   | N                                     | N                                     |
| Learning and Development Income   Adults' Health and Care   P   N   Adults' Health and Care </td <td>PNNN</td> <td>1</td> <td></td> <td>l</td> <td></td>   | PNNN  | 1   |   | l                                     |                                       |
| Brokerage & Billing Fees Adults' Health and Care M M N N   Technology Enabled Care Private Pay Adults' Health and Care P P N N N   Disabled Facilities Grants Adults' Health and Care P P N N N   Grants Review Adults' Health and Care M M N N M   Health Contributions Adults' Health and Care M N N N   Review workforce requirements in Older Adults (Reablement including<br>Adults' Health and Care N N N N   Occupational Therapy) Adults' Health and Care P P N N   Older Adults Care Overview EIA Adults' Health and Care P P N N   Information and Advice Adults' Health and Care P P N N   Client Contributions Adults' Health and Care P P N N   | N N<br>N N  | N   | N   | N                                     | N                                     |
| Technology Enabled Care Private Pay Adults' Health and Care P P N N   Disabled Facilities Grants Adults' Health and Care P P N N   Grants Review Adults' Health and Care M N N M   Health Contributions Adults' Health and Care M N N M   Review workforce requirements in Older Adults (Reablement including<br>Occupational Therapy) Adults' Health and Care N N N N   Older Adults Care Overview EIA Adults' Health and Care P P N N N   Information and Advice Adults' Health and Care P P N N N   Client Contributions Adults' Health and Care P P N N  | N N   | P<br>N  | P<br>N  | P<br>N                                | P<br>N                                |
| Disabled Facilities Grants Adults' Health and Care P P N N   Grants Review Adults' Health and Care M M N N   Health Contributions Adults' Health and Care M N N N   Review workforce requirements in Older Adults (Reablement including<br>Occupational Therapy) Adults' Health and Care N N N N   Older Adults Care Overview EIA Adults' Health and Care P P N N   Information and Advice Adults' Health and Care P P N N   Client Contributions Adults' Health and Care M N N  |   | N   | N   | M                                     | N                                     |
| Grants Review Adults' Health and Care M M N M   Health Contributions Adults' Health and Care N N N N   Review workforce requirements in Older Adults (Reablement including<br>Occupational Therapy) Adults' Health and Care N N N N   Older Adults Care Overview EIA Adults' Health and Care P P N N N   Information and Advice Adults' Health and Care P P N N N   Client Contributions Adults' Health and Care M M N N   |   | N   | N   | P                                     | P                                     |
| Health Contributions Adults' Health and Care N N N N   Review workforce requirements in Older Adults (Reablement including<br>Occupational Therapy) Adults' Health and Care L M N N N   Older Adults Care Overview EIA<br>Information and Advice Adults' Health and Care P P N N N   Client Contributions Adults' Health and Care M M N N  | N N   | N   | N   | M                                     | М                                     |
| Review workforce requirements in Older Adults (Reablement including<br>Occupational Therapy)     Adults' Health and Care     L     M     N     N     N     N       Older Adults Care Overview EIA     Adults' Health and Care     P     P     N  | N N   | N   | N   | N                                     | N                                     |
| Occupational Therapy)     L     M     N     N     N       Older Adults Care Overview EIA     Adults' Health and Care     P     P     N     N     N       Information and Advice     Adults' Health and Care     P     P     N     N     N       Client Contributions     Adults' Health and Care     M     M     N     N   |   |   |   |                                       |                                       |
| Information and Advice     Adults' Health and Care     P     P     N     N       Client Contributions     Adults' Health and Care     M     M     N     N  | N L   | N   | N   | L                                     | L                                     |
| Client Contributions     Adults' Health and Care     M     N     N   | N P   | N   | N   | M                                     | H                                     |
|  | N N   | N   | N   | N                                     | Р                                     |
| Digital Automation   | N N   | N   | N   | M                                     | N                                     |
|  | N N   | N   | N   | M                                     | M                                     |
| Minor Efficiencies Adults' Health and Care N N N N N   | N N   | N   | N   | N                                     | N                                     |
| Older Adults Respite and Day Services Adults' Health and Care M M N N N  | N N   | N   | N   | M                                     | H                                     |
| Services for Young Children Budget Children's Services N N N N N   | N N   | N   | N   | N                                     | N                                     |
| Tender of The Aviary Nursery     Children's Services     N     N     N     N     N       Funding of Education & Inclusion Work Force Development (WFD)     Children's Services     N   | N N   | N   | N   | N                                     | N                                     |
| Post   | N N   | N   | N   | N                                     | N                                     |
| Family Help Children's Services P P N N N  | N N   | N   | N   | Р                                     | Р                                     |
| Children's Social Care Children's Services P P N N N   | N N   | N   | N   | P                                     | N                                     |
| Joint Commissioning and Brokerage Children's Services P P N N N  | N N   | N   | N   | N                                     | N                                     |
| CS11 – Sold Services to Schools Children's Services N N N N N  | N N   | N   | N   | N                                     | N                                     |
| Regional UASC Brokerage service     Children's Services     P     P     P     P     P  | P P   | Р   | Р   | Р                                     | Р                                     |
| Library Service: Asset Review Children's Services N N N N N  | N N   | N   | N   | N                                     | N                                     |
| Library Service:     Staff savings     N     N     L     N   | N L   | N   | N   | N                                     | N                                     |
| IT Services Savings: Corporate Services L L N N L  | N L   | L   | N   | N                                     | N                                     |
| Shared Services     N  | N N   | N   | N   | N                                     | N                                     |
| Internal Audit - income generation     Corporate Services     N     N     N     N       Finance – operating model     Corporate Services     N     N     N     L     N   | N N   | N   | N   | N<br>N                                | N                                     |
|  |   | N   | N   | N                                     | N                                     |
| Pensions, Investments and Borrowing     Corporate Services     N     N     N     N       Strategic Procurement Income Generation     Corporate Services     N     N     N     N  | N N   | N   | N   | N                                     | N                                     |
| Communications and Engagement – Redesign of operating model People and Organisation L L N L L  | N L   | N   | N   | N                                     | N                                     |
| Emergency Planning – Redesign of operating model People and Organisation L N N L N   | N L   | N   | N   | N                                     | N                                     |
| Democratic Services – Redesign of operating model People and Organisation L N N L N  | N L   | N   | N   | N                                     | N                                     |
| HR & OD People and Organisation N N N N N  | N L   | N   | N   | N                                     | N                                     |
| Legal Services – Operating & Business Model Review     People and Organisation     N     N     N   | N L   | N   | N   | Ν                                     | Ν                                     |
| Highways Service – Planned, Routine, and Reactive Maintenance     Universal Services     L     N     N   | N N   | N   | N   | Ν                                     | Ν                                     |
| Highways Winter Service Provision     Universal Services     L     N     N   | N L   | N   | N   | N                                     | L                                     |
| Street Lighting     Universal Services     N     L     N     N   | N L   | N   | N   | N                                     | N                                     |
| School Crossing Patrols Universal Services N N N N N   | N N   | N   | N   | N                                     | N                                     |
| Public Transport     Universal Services     H     H     N     M     M       Waste Services – Household Waste Recycling Centres     Universal Services     L     N     N     N  | L H   | N   | N   | H                                     | H                                     |
| Cross-Directorate - reductions to directorate non-nav hudgets  |   | N   |   |                                       |                                       |
| including Learning & Development, Postage & Printing.  | N N   | N   | N   | N                                     | Ν                                     |
| Highways, Engineering & Transport - Commercial opportunities Universal Services N N N N N N  | N N   | N   | N   |                                       | N                                     |
| Maste and Environmental Services trading areas (Environmental Universal Services   |   |   |   |                                       | <u> </u>                              |
| Services (Trading), Asbestos, Scientific Services and Trading N N N N N N N  | N N   | N   | N   | N                                     | N                                     |
| Standards)   |   |   |   |                                       |                                       |
| Facilities Management - service reductions and efficiencies linked to Universal Services N N N N N N   | N N   | N   | N   | N                                     | N                                     |
| office accommodation rationalisation   |   |   | IN IN   | N IN                                  |                                       |
| Registration and Archives Commercial Efficiencies     Universal Services     L     N     N     N   | N N   | N   | L   | L                                     | Ν                                     |
| Countryside Commercial and Efficiencies.     Universal Services     N     N     N     N     N  | N N   | N   | N   | L                                     | N                                     |
| Outdoor Centres Universal Services N N N N N   | N N   | N   | N   | N                                     | N                                     |
| Highways and Countryside Parking Provision Universal Services N N N N N N  | N N   | N   | N   | L                                     |                                       |
| Cross Directorate Organisational Design Universal Services N N N N N N N N N N N N N N N N N N N   | N N   | N   | N   | N                                     | N                                     |
| Reduction in Feasibility Study Spend (Property Services)     Universal Services     N  | N N<br>N L  | N   | N<br>N  | N                                     | N                                     |
| Centrally administered grant funding – revenue funding Hampshire 2050 L L N L N  | N L   | N   | N   |                                       |                                       |
| H2050 Organisational Redesign Hampshire 2050 N N N N N   | N N   | N   | N   | N                                     | N                                     |
|  |   | N   | N   | L                                     | L                                     |
| Centrally administered grant funding – one-off competitive funding Hampshire 2050 L L N L L  | N N   | N   | N   | N                                     | N                                     |