



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Contract for the Provision of Supported Accommodation for 16-21 year olds.
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Contract for the Provision of Supported Lodgings, Low Lodgings and Emergency Accommodation for 16-21 year olds.: Commissioned from the external provider market through a contractual process.
Description of the service/policy/project/project phase	Hampshire County Council's Children's Services Directorate has a statutory duty to provide or procure placements for young people aged 16-21 years old. This project is specifically in relation to supported accommodation which is commissioned from the external market. The project will commission supported lodgings, low lodgings and emergency beds for children and young people aged between 16 - 18, 21 if a Care Leaver. This may include children with challenging behaviour who may have experienced placement breakdowns, abuse, neglect, and loss and will be emotionally vulnerable. Providers must be able to recruit, train and support hosts who can in turn support young people into eventual independent living.
New/changed service/policy/project	Due to the expiration of the current contract which will terminate at the end of its term in April 2024, the County Council will need to establish a new contract for the provision of Supported and Low Lodgings and Emergency beds. The proposed new service increases the number of supported lodgings beds available and adds further beds to accommodate young people who require a higher level of support from a host. The proposed service reduces the number of low lodgings in line with usage over the last 3 years. The new contract will be subject to a full procurement exercise and will be compliant with the Public Contract Regulations (2015) and the County Council's Contract Standing Orders.

Engagement
<p>Whilst no specific engagement has been undertaken, feedback is consistently sought from young people using the service and this is fed back through contract meetings and via Social Workers and Personal Advisors who seek the views of young people for whom they are responsible. Placement breakdown data is also analysed.</p>

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for both the children and young people that we accommodate and the staff who support them. The re-procurement of a supported lodgings service will ensure the continued availability of access to the most suitable, age appropriate placements. These placements will be commissioned to deliver outcomes that are specific to the young person’s needs, including their educational outcomes, health and well-being.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for both the children and young people that we accommodate and the staff who support them. The re-procurement of a supported lodgings service will ensure the continued availability of access to the most suitable, age appropriate placements. These placements will be commissioned to deliver outcomes that are specific to the young person’s needs, including their educational outcomes, health and well-being. The placement will meet the individuals physical, mental, learning, and emotional needs, maximising opportunities for the child or young person to gain independence as they approach adulthood.

Mitigation	
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Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for both the children and young people we are responsible for, and therefore the staff who support them. The re-procurement of supported accommodation will ensure the continued availability of access to supported lodgings and the identification of the most suitable placements in meeting a young person's individual needs, including any needs that arise from gender reassignment.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for both the children we are responsible for and therefore the staff who support them. The re-procurement of supported accommodation service will ensure the continued availability of the most suitable placements in meeting the individual needs of the children and young people. Any young person that was or became pregnant would be supported to ensure they accessed appropriate health and support pathways.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for the children we are responsible for and therefore the staff who support them. The re-procurement of a supported lodgings service will ensure the continued availability of access to the most suitable placements in meeting the individual and cultural needs of the children and young people we care for, particularly in the case of unaccompanied asylum-seeking children and young people.
Mitigation	

Religion or Belief

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for the children we are responsible for and therefore the staff who support them. The re-procurement of a supported lodgings service will ensure the continued availability of access to the most suitable placements in meeting the individual needs, including the religion or beliefs of the children and young people we care for.
Mitigation	

Sex

Impact on public	Positive

Impact on staff	Positive
Rationale	The project will have a positive impact for the children we are responsible for and therefore the staff who support them. The re-procurement of a supported lodgings service will ensure the continued availability of access to the most suitable placements in meeting the individual needs, including any gender specific needs, requirements, or preferences of the children and young people we care for.
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for the children we are responsible for and therefore the staff who support them. The re-procurement of a supported lodgings service will ensure the continued availability of access to the most suitable placements in meeting the individual needs, including any gender specific needs, requirements, or preferences of the children and young people including their sexual orientation. Hosts will be required to take account of individual needs and provide appropriate advocacy and support where required.
Mitigation	

Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Positive
Rationale	

	As the legal age for marriage and civil partnerships is 18 years of age, Care Leavers aged between 18 and 21, for whom we are responsible for, may choose to enter into marriage or a civil partnership and through the Supported Lodgings contracts, will be supported by their Personal Adviser and Supported Lodgings Host.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for the children we are responsible for and therefore the staff who support them. The re-procurement of a supported lodgings service will ensure the continued availability of access to the most suitable placements in meeting the individual needs and such placements will nurture and support the progress of the young person in placement.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Positive
Rationale	The project will have a positive impact for the children we are responsible for and therefore the staff who support them. The re-procurement of a supported lodgings service will ensure the continued availability of access to the most suitable placements in meeting the individual needs. When finding the right placement for young people, we aim to take into account the views of the young person, thus reducing the impacts of them needing to travel excessively to access essential services and to maintain their established networks or education setting.

Mitigation	
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Geographical Impact:All Hampshire

Equality Statement

Additional information:

Hampshire currently has c.1,900 children who are looked after. The percentage of children who are looked after has remained at a consistent 0.6% of the 0 – 19 population since 2018 indicating a direct correlation between children looked after and the total population. On this basis the expectation is that the number of looked after children will continue to increase, on the same trajectory of the total population numbers.

This contract is for use by looked after young people, care leavers and those aged between 16 and 18 for whom we have a responsibility to support.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00506

Date of production of EIA for publication: 03/01/2024