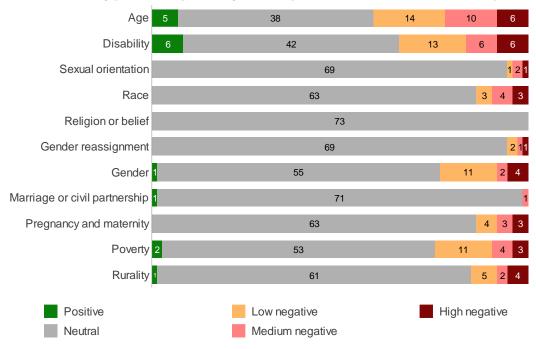
Cumulative Equality Impact Assessment

 The Cumulative Equality Impact Assessment detailed in this Appendix is based on 73 Equality Impact Assessments (EIAs) completed by 6 September 2019. As these EIAs continue to be reviewed or updated, the Cumulative EIA may be further revised.

2. Of the 73 EIAs:

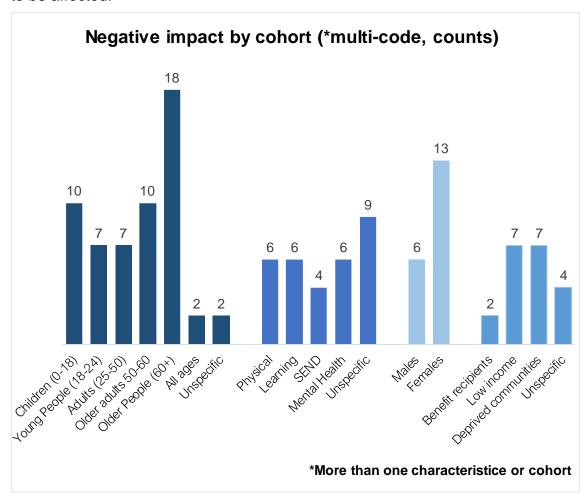
- 27 (37%) indicated that proposals could have a neutral impact on people from key characteristic groups;
- 6 (8%) suggested changes could have a solely positive impact; and
- 40 (55%) highlighted proposals with at least one possible negative impact (high, medium or low). Of these, two proposed changes were reported as potentially having both positive and negative impacts.
- 3. 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, disability and poverty, which mirrors the key service users within the high-spend departments (Adults' Health and Care and Children's Services which account for nearly three quarters of the County Council's total annual budget). Gender is the characteristic with the next highest number of reported negative impacts.

Level and type of impact by each protected characteristic (counts)



4. Analysis identified where proposals were considered to impact negatively on more than one group. There were 31 EIAs that met this criterion. Analysis found that:

- a) 29 of the 31 (94%) proposals with multiple negative impacts referenced age or disability, with 21 of these (68%) referencing both.
- b) 16 of the 31 (52%) referenced a negative impact on **age**, **disability and at least one other characteristic** primarily gender (13 EIAs).
- 5. Further qualitative review showed where specific cohorts within characteristic groups may be more likely to be impacted, should proposals go ahead. This analysis identified that:
 - a) **Age** Children (aged 0-18), and older people (aged 50+) may be more likely to be impacted than those within the core adult demographic.
 - b) **Gender** Females may be more likely to be impacted than males.
 - c) **Poverty** Deprived communities and those on low incomes are most likely to be affected.
 - d) Disability A wide range of groups are likely to be affected. Mental health needs, physical disabilities, learning disabilities were most prominent, and children with Special Educational Needs and Disability (SEND) are also likely to be affected.



EIA	Department	Age	Disability	Sexual orientation	Race	Religion or belief	Gender	Gender	Marriage or civil partnership	Pregnancy and maternity	Poverty	Rurality
Object of the Adultat Transition	A deduction the analysis and Oama					œ					\vdash	
Childrens' to Adults' Transition Domestic Abuse Victim and Perpetrator Services	Adults' Health and Care Adults' Health and Care	M	М	М	Н		М	Н		ш	М	-
In house activity coordinators	Adults' Health and Care	M	M	IVI	П		IVI	_			IVI	
Least Restrictive Practice	Adults' Health and Care	IVI	P					L				
Mental Health Review & Reassess	Adults' Health and Care	М	Н		М						\vdash	
Moving On	Adults' Health and Care	P	Р		IVI				Р		Р	
Older Adults Transformation	Adults' Health and Care	M	L						Р		P	Р
Oral Health Improvement	Adults' Health and Care	M	L		L						М	Р
Substance Misuse Service	Adults' Health and Care		Н	М	H		L	Н		н	H	ш
Sexual Health	Adults' Health and Care	H	M	H	H		Н	H		M	M	
	Adults' Health and Care		M	-	П				М	IVI	IVI	
Strategic Review of HCC Care Services Provision. T21 PH 6 Public Health Nursing		H	H		М			Н	IVI	Н	Н	ш
	Adults' Health and Care				IVI		L	п		_		П
T21 PH5 - Healthy Lifestyles - Stop Smoking	Adults' Health and Care		L							L	L	
T21 PH5 Healthy Lifestyles – NHS Health Checks	Adults' Health and Care	L			L							
Weight Management Service Budget Reduction	Adults' Health and Care		L		N.4					M	L	
Working Differently	Adults' Health and Care	M	М		М			M			\vdash	
Community Based Services	Adults' Health and Care	M	H									
Residential Re-Provide Supported Living	Adults' Health and Care	M	P		N.4						Р	
Family Support Service and Early Help	Adults' Health and Care	Н	L		М			L		M	Н	Н
T21 Inclusion Admin	Children's Services							L				
Home to School Transport	Children's Services	M	M					-			L	M
Transforming Social Care (TSC) - Reduction in Children Looked After	Children's Services	Р	P					P			-	—
Administration Efficiencies	Children's Services	L	L					L				
T21 Short Break Activities	Children's Services	М	Н					М			M	M
Review aspects of the Early Years service delivery processes and staffing structures	Children's Services	1	L								L	
Mainstream Funding Mechanism (Banding)	Children's Services	Р	Р									
Health Funding Contributions	Children's Services	P	P								-	-
Director of Children's Services - review of Administrative support	Children's Services	L	L					L				—
Customer Engagement Service	Corporate Services	L						L				
T21 - Changes to the Finance Operating Model and Increased Partnership Contributions	Corporate Services							L		L		—
Law & Governance T21 Proposals	Corporate Services	L	L									— —
Independent Appeals Service for Schools - review of pricing schedule for Academies	Corporate Services										ᆫ	L
T21 Reduce external demand and increase external income	Corporate Services	L										— .
Library Service - Service User Impacts	CCBS	L	L								L L	<u> </u>
Library Service - Staff Impacts	CCBS	L	L					L		L	L	<u> </u>
Regulatory Services – Customer Impacts	CCBS	L	L					L				
Regulatory Services – Staff Impacts	CCBS	L	_					L		L		
Countryside Service – Customer Impacts	CCBS	ļ.,	L								L	
Countryside Service – Staff Impacts	CCBS	L		\vdash							\vdash	
Hampshire Archives and Local Studies - Customer Impacts	CCBS	L									$\vdash \vdash$	
Hampshire Archives and Local Studies - Staff Impacts	CCBS	L	L								igwdot	
Hampshire Outdoor Centres - Customer Impacts	CCBS	Р		\vdash							\longmapsto	
Business Units - Customer Impacts	CCBS			\vdash								L
Waste Services - Household Waste Recycling Centres	ETE			\vdash							L	
Cross-Cutting Departmental Opportunities (ETE)	ETE										L	