

# Equality Impact Assessment

Name of project/proposal L&G T19 Project Manage Internal Demand and Increase External Income  
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Department Corporate Services  
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## **Description of Service / Policy**

HLS provides a range of legal services to Hampshire County Council departments and also to a growing number of external clients. The users of the service are HCC departments, schools, and other external public/quasi public bodies.

Geographical impact\* All Hampshire

## **Description of proposed change**

The proposed change is to reduce the total number of hours of legal support available to HCC departments by a maximum of 10,000 hours, or a minimum of 5,000 hours per year by 2019. The total number of hours support provided in 16/17 was c 77,000. The reduction will be achieved through working with departments to define priorities and areas where Legal Services will be reduced or stopped. The capacity that is released will be used to undertake external, income generating work to contribute to T19 savings targets

## **Engagement and consultation**

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in September 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

## **Impacts of the proposed change**

This impact assessment covers Service users

### **Statutory considerations**

#### **Impact**

Age Low  
Impact No direct impacts. It is possible that as a consequence of the reduced level of legal support to HCC departments there will be impacts on front line service delivery, e.g. in Adult or Children's Social care. To mitigate this, HLS is confident it can continue to provide an adequate legal service to ensure departments act lawfully, and is working to improve its productivity so that the reduction in the number of hours of support to departments has less impact.

Disability Impact	Low No direct impacts. It is possible that as a consequence of the reduced level of legal support to HCC departments there will be impacts on front line service delivery, e.g. in Adult or Children's Social care. To mitigate this, HLS is confident it can continue to provide an adequate legal service to ensure departments act lawfully, and is working to improve its productivity so that the reduction in the number of hours of support to departments has less imp
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Sexual Orientation	Neutral
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Race	Neutral
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Religion and Belief	Neutral
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Gender Reassignment	Neutral
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Gender	Neutral
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Marriage and civil partnership	Neutral
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Pregnancy and Maternity	Neutral
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### **Other policy considerations**

Poverty Impact	Low No direct impacts. It is possible that as a consequence of the reduced level of legal support to HCC departments there will be impacts on front line service delivery, e.g. in Adult or Children's Social care. To mitigate this, HLS is confident it can continue to provide an adequate legal service to ensure departments act lawfully, and is working to improve its productivity so that the reduction in the number of hours of support to departments has less imp
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Rurality Impact	Low No direct impacts. It is possible that as a consequence of the reduced level of legal support to HCC departments there will be impacts on front line service delivery, e.g. in Adult or Children's Social care. To mitigate this, HLS is confident it can continue to provide an adequate legal service to ensure departments act lawfully, and is working to improve its productivity so that the reduction in the number of hours of support to departments has less imp
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Mitigation

### **Additional Information**

As this proposal affects an internal support service only, the impacts are low. HLS will work with departments to mitigate any risks/adverse impacts to acceptable levels.