

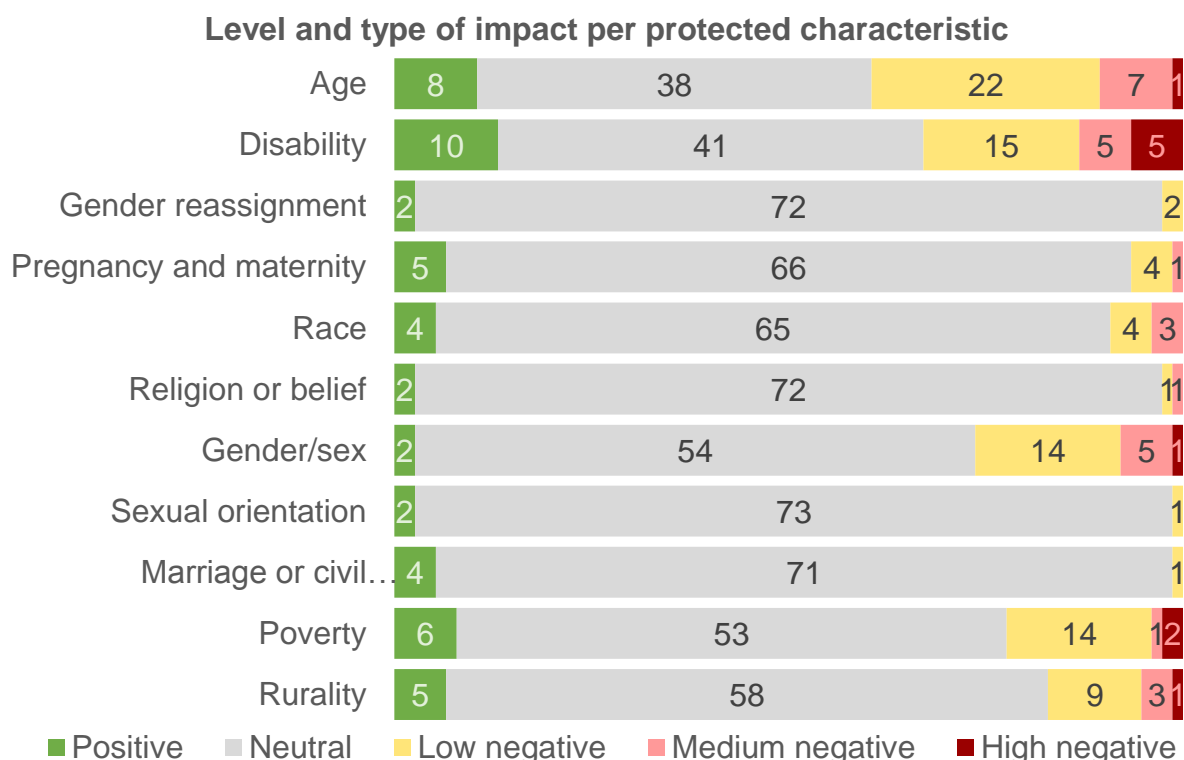
Cumulative Equality Impact Assessment

The Cumulative Equality Impact Assessment detailed in this Appendix is based on 76 Equality Impact Assessments (EIAs) completed by 08 September 2021. As these EIAs continue to be reviewed or updated, the Cumulative EIA may be further revised.

Of the 76 EIAs:

- 22 (30%) indicated that proposals could have a neutral impact on people from key characteristic groups,
- 9 (12%) suggested changes could have a solely positive impact, and
- 44 (58%) highlighted proposals with at least one possible negative impact (high, medium or low). Of these, eight proposed changes (11% 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 age (30 negative impacts), disability (25 negative impacts), gender/sex (20 negative impacts), and poverty (17 negative impacts). The high proportion of negative impacts relating to age and disability reflect that 33 of the 75 EIAs were in relation to proposed changes to services in Adults Health and Care and Children’s Services, which account for over 75% of expenditure¹, with services that most frequently support young, older, and disabled people.



¹ [Budget and council tax 2021/22 | About the Council | Hampshire County Council \(hants.gov.uk\)](https://www.hants.gov.uk/budget-and-council-tax-2021-22)

Of the 44 EIAs that identified potential negative impacts, 33 of these identified negatively impacts on more than one group. The table below shows the frequency of combinations of two characteristics, with combinations that appear at least five times shaded in grey:

	Age	Disability	Gender reassignment	Pregnancy and maternity	Race	Religion or belief	Gender/sex	Sexual orientation	Marriage or civil partnership	Poverty	Rurality
Rurality	10 (13%)	11 (14%)	1 (1%)	2 (3%)	5 (7%)	2 (3%)	5 (7%)	1 (1%)	1 (1%)	10 (13%)	13 (17%)
Poverty	11 (14%)	12 (16%)	1 (1%)	3 (4%)	5 (7%)	2 (3%)	6 (8%)	1 (1%)	1 (1%)	17 (22%)	
Marriage or civil partnership	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)		
Sexual orientation	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)	1 (1%)			
Gender/sex	14 (18%)	9 (12%)	1 (1%)	4 (5%)	4 (5%)	2 (3%)	20 (26%)				
Religion or belief	2 (3%)	2 (3%)	1 (1%)	2 (3%)	2 (3%)	2 (3%)					
Race	6 (8%)	6 (8%)	1 (1%)	2 (3%)	7 (9%)						
Pregnancy and maternity	4 (5%)	4 (5%)	1 (1%)	5 (7%)							
Gender reassignment	2 (3%)	1 (1%)	2 (3%)								
Disability	21 (28%)	25 (33%)									
Age	30 (39%)										

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

Of the 30 EIAs that referenced impacts on age:

- five mentioned impacts on children and young people, of which one specified those aged 5 to 25,
- seven mentioned impacts on adults, with specific mentions on those aged under 30 (one mention), 30-54 (one mention), and 55-64 (three mentions), and

- 16 mentioned impacts on older people, with four specifying impacts on those aged 65 or over

Of the 25 EIAs that referenced impacts on disability:

- 15 made reference to disabled people without reference to any specific disabled groups,
- five mentioned people with physical disabilities,
- four mentioned people with disabilities impacting their motor skills,
- two mentioned people with mental health issues,
- two mentioned learning disabilities, and
- there was one mention each for children with Special Educational Needs or Disabilities (SEND), dementia, or substance misuse issues.

Of the 20 EIAs that referenced impacts on gender, 18 made specific reference to impacts on females, with no reference to impacts on males.

Of the 17 EIAs that referenced impacts on poverty:

- 10 made reference to people on low incomes,
- eight made reference to impacts on areas of deprivation,
- three made reference to those who are digitally excluded,
- there was a single reference to homelessness, and one reference to those without access to transport.

Of the 13 EIAs that referenced impacts on rurality:

- six mentioned impacts on areas with poor service coverage,
- three referred to areas with poor internet connectivity,
- there was a single reference to areas with poor transport links, and one reference to parish and town council areas with lower precepts.

A summary list of all submitted EIAs is included below:

Conclusion

The County Council will continue to consider the impacts of all of the proposals and seek to put in place mitigating actions wherever possible. Furthermore, many of the higher impact proposals will also be subject to stage 2 consultation processes and the EIAs and mitigations will be revised in light of the results of these consultations as appropriate.

