

Service Area	Savings Programme reference(s)	Opportunity	Pages <i>(to be removed for final papers)</i>
Older Adults	OA-23-1	Residential Care	3 to 13
	OA-23-2	Domiciliary Care	(combined EIA)
Younger Adults	YA-23-LD1	Learning Disability – Extra Care Accommodation	14 to 20
	YA-23-PD1	Physical Disability – Extra Care Accommodation	(combined EIA)
	YA-23-LD2	Learning Disability – Least Restrictive Practice	21 to 28
	YA-23-LD3	Learning Disability – Review & Reassess	29 to 37
	YA-23-LD4	Learning Disability – Volunteering	38 to 44
	YA-23-PD3	Physical Disability - Volunteering	(combined EIA)
	YA-23-LD5	Learning Disability – 60+ Accommodation	45 to 51
	YA-23-MH1	Mental Health – Review & Reassess	52 to 61
	YA-23-PD2	Physical Disability – Review & Reassess	62 to 69
HCC Care (In-House Services)	IH-23-1	Discharge to Assess – Income Generation	70 to 78
Headquarters	HQ-23-1	Demand Management & Prevention – Grants	79 to 90
	HQ-23-2	Learning & Development – Venues	91 to 97
	HQ-23-3	Learning & Development – Income Generation	98 to 104
	HQ-23-4	Technology Enabled Care	105 to 112
	HQ-23-5	Transformation – IT Project Budget	N/A – no EIA required

## Adults' Health and Care EIAs

## Appendix 4

	HQ-23-6	Social Inclusion	113 to 124
Governance & Assurance	GA-23-1	Operating Model	125 to 132
Funding	AHC-23-1	Demography & Complexity	N/A – no EIA required
	AHC-23-2	National Funding	N/A – no EIA required

## Older Adults

<b>Name of SP23 proposal:</b>	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
Older Adults – Residential Care & Domiciliary Care (OA-23-1 & OA-23-2)	EIA – AHC – Older Adults-2021/08/19

### EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Erica Jenner	AHC	Transformation Manager	<a href="mailto:Erica.Jenner@hants.gov.uk">Erica.Jenner@hants.gov.uk</a>	03707 791775	19/08/2021	v1
2	EIA authoriser	Helen Style	AHC	Assistant Director Older Adults	<a href="mailto:Helen.Style@hants.gov.uk">Helen.Style@hants.gov.uk</a>	01962 847420	19/08/2021	v1
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	<a href="mailto:Gloria.Kwaw@hants.gov.uk">Gloria.Kwaw@hants.gov.uk</a>	0370 779 4934	19/08/2021	v1

### Section one – information about the service and service change

<b>Service affected</b>	<u>Older Adults</u>
<b>Please provide a short description of the service / policy/project/project phase</b>	Hampshire County Council has a statutory duty to meet the eligible care needs of an individual. Support is provided to older adults with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based

	<p>Approach, thereby, putting the individual at the centre of understanding their needs and how they can achieve their goals. This support is delivered through a variety of care services including the provision of domiciliary care, residential and nursing care, short term beds and respite care.</p> <p>Some of the ways that older people aged 65 and above with eligible needs are supported include:</p> <ul style="list-style-type: none"> <li>• helping people to remain in their own homes for as long as possible, with the aid of services such as assistive care technology, domiciliary care and Direct Payments;</li> <li>• supporting the health, recovery, and wellbeing of individuals through the work of our teams based in the community and hospitals, and through our Reablement and equipment services, working closely with the NHS;</li> <li>• providing day care, short-stays, long-term placements and specialist dementia care in County Council-run residential and nursing homes;</li> <li>• commissioning domiciliary care, residential and nursing placements within the private care market;</li> <li>• investing in alternative accommodation options that help older people to remain independent while meeting the need for 24-hour care in the most cost-effective way, such as Extra Care Accommodation and Shared Lives stays.</li> </ul>
<p><b>Please explain the new/changed service/policy/project</b></p>	<p>Reductions to the cost of providing long-term care in Older Adults services would be sought through:</p> <ul style="list-style-type: none"> <li>• careful timing of our interventions for the most frail individuals to keep them well and stable in their own home – most especially, those over 85 years old;</li> <li>• working closely with our NHS partners by increasing the number of people that are enabled to return to their own home with flexible care arrangements after a hospital</li> </ul>

	<p>stay or visit, through a “Home First” approach;</p> <ul style="list-style-type: none"> <li>• working closely with our NHS partners by using short-term residential care settings (including County Council-run care homes) to be able to assess people’s longer-term care needs, including following a stay in hospital – sometimes known as “Discharge to Assess”;</li> <li>• reducing the number of direct placements into long-term residential settings by increasing the availability and range of alternative options for ongoing care needs, such as through commissioning more placements in Extra Care accommodation, Shared Lives short stays and day breaks, and working with the private care market as part of a refreshed Residential and Nursing Strategy;</li> <li>• a modernised day service offering as an alternative to more traditional building-based care, that provides carer respite, sign-posting and direct links to classes and voluntary organisations, thereby improving carer resilience and reducing the need for paid for care;</li> <li>• delaying the need for people to access more costly, statutory services by making sure they receive early and proactive support before their needs escalate;</li> <li>• reducing the levels of support paid for by the County Council to help people live at home by ensuring their needs are met by other means where appropriate, including through family and friends, local community and voluntary sector organisations, and increased use of assistive care technology;</li> <li>• driving performance excellence throughout the service supported by improved analytics, including the introduction of a tool to assess an individual’s level of clinical frailty;</li> <li>• deliver efficiencies and reduce duplication by expanding the use of virtual technology and working closely with NHS and GP networks to join up our virtual care and virtual visit arrangements for users at home.</li> </ul>
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Engagement and consultation	
<p>The County Council's <i>Serving Hampshire Balancing the Budget</i> consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.</p>	
<p><b>Has any pre-consultation engagement been carried out?</b> (Delete as appropriate)</p>	
	No
<p><b>Describe the consultation or engagement you have performed or are intending to perform.</b> Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.</p>	
<p>No specific consultation has been carried out on this proposal, some of which is a continuation of previous Transformation initiatives. However, the County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.</p> <p>Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.</p>	

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age				X		Public
Disability			X			Public
Gender reassignment		X				Public
Pregnancy and maternity		X				Public
Race			X			Public
Religion or belief		X				Public
Sex				X		Public

<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>			X			Public
<b>Rurality</b>			X			Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	



Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

**For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.**

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Disability	<p>Some service users who would previously have entered residential care may not receive such services from Adults' Health and Care, but alternative community provision is available as mitigation – supporting individuals to return home.</p> <p>Some individuals may receive a lower or different amount of commissioned care, however they will still receive a level of care appropriate to meet their needs.</p>

Gender Reassignment	The limitations around choice of temporary discharge destination, while longer term needs are assessed, may result in individuals being placed in settings that provide limited privacy for individuals, however the additional stabilisation time provided through discharge to assess will result in increased opportunities for individuals to return home and alternative services to temporary beds are available.
Race	<p>Whilst there are areas that have a range of voluntary sector services that cater to different ethnicities this may not always be the case, however supporting individuals to remain at home for longer will benefit them.</p> <p>Discharge to assess temporary placements may not be able to meet all cultural needs, however as mitigation alternative services will be available including services that support individuals in their own home.</p>
Religion or Belief	<p>Whilst there are areas that have a range of voluntary sector services that cater to different religions or beliefs this may not always be the case, however the anticipated outcome that individuals remain at home safely for longer will benefit them.</p> <p>Discharge to assess temporary placements may not be geared up to meet all religious needs, however as mitigation alternative services will be available including services that support individuals in their own home.</p>
Sexual Orientation	The limitations around choice of discharge destination, while longer term needs are assessed, may result in individuals being temporarily placed in settings that provide limited privacy for individuals, however the additional stabilisation time provided through discharge to assess will result in an increased chance for individuals to return home and for those that need long term residential or nursing a longer period to identify a suitable placement. There are also alternative services available to support individuals to return home sooner.
Marriage & Civil Partnership	The limitations around choice of discharge destination, while longer term needs are assessed, may result in individuals being placed in settings away from their family, however the additional stabilisation time provided through discharge to assess will result in an increased chance for individuals to return home and for those that need long term residential or nursing a longer period to identify a suitable placement. There are also alternative services available to support individuals to return home sooner.

Poverty	There are areas of deprivation in Hampshire and some services may not be available to all, for example live in care requires a second bedroom for the carer, however alternative services will be available to support individuals.
Rurality	Some rural areas of Hampshire may have difficulty in accessing services for example Discharge to Assess beds will be located in urban or semi urban areas potentially exacerbating the lack of provision of short term services in rural areas. Alternative services will be available to support individuals.

**For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:**

**Table 4 Explanation and mitigation for medium and high impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having medium or high negative impact</b>	<b>Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)</b>	<b>Short explanation of mitigating actions</b>
Age	Some older adults with less complex needs could receive less commissioned services from Adults' Health and Care through the increased use of universal and other voluntary sector services when compared to previous individuals who received care. Some older adults, particularly those who have had an episode of ill-health may receive alternative services to meet the immediate	All of Hampshire	Some new services (as detailed in the additional information section below) would deliver benefits to all age groups which balances the impact of lower levels of service in other areas. The outcome of the temporary service following hospital discharge will result in higher numbers of people returning home.

	care need with the intention of preventing their need escalating to long term residential care services. Some older adults may need to review their residential care setting as they transfer from self-funding their care to provision of care by Adults' Health and Care.		Levels of care provided to all older adults age groups will be closely monitored to identify any negative trends and take corrective action if required, there will also be a focus on younger older adults to work with them to improve their longer term independence.
Sex	As 62% of individuals aged 85+ are female they may be disproportionately impacted by changes to services.	All of Hampshire	The outcome of the temporary service following hospital discharge will result in higher numbers of people returning home. Alternative services to the temporary service will also be available for those who require something different.

**If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.**

**For all characteristics marked as either having a positive impact please explain why here.**

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

SP23 Older Adults Transformation programme aims to increase the independence of individuals, provide alternatives to long term residential care and deliver savings against current spending on Older Adults services by:

- Supporting individuals to meet their care needs and maintain independence in the community without the need for paid for services from Older Adults;
- Meeting an individual's care needs using a strength based approach, greater use of local community and voluntary organisations and better use of technology to reduce the demand for domiciliary care;
- Supporting a Home First approach to managing discharge from acute hospital settings;
- Reducing the need for long term residential care by providing suitable alternatives, both short term and long term, including use of temporary assessment beds following discharge from hospital.

Supporting individuals to remain safe at home for as long as possible while ensuring their eligible needs are met will reduce the deterioration that individuals may experience through being in a more controlled setting such as a hospital ward for a prolonged period of time and support people to live as independently as possible.

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

## Younger Adults

<b>Name of SP23 proposal:</b>	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
Learning Disabilities & Physical Disabilities – Extra Care Accommodation (YA-23-LD1 & YA-23-PD1)	EIA-AHC-LD PD Supported Accommodation-2021/08/19

### EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jenny Dixon	AHC	Strategic Commissioning Lead Younger Adults	Jenny.dixon@hants.gov.uk	07739 050567	19/08/2021	V1
2	EIA authoriser	Jess Hutchinson	AHC	Assistant Director Younger Adults	<a href="mailto:Jessica.hutchinson@hants.gov.uk">Jessica.hutchinson@hants.gov.uk</a>	Teams	19/08/2021	V1
3	EIA Coordinator	Ed Walton	AHC	Safeguarding & Governance Senior Officer	<a href="mailto:Ed.walton@hants.gov.uk">Ed.walton@hants.gov.uk</a>	Teams	19/08/2021	V1

### Section one – information about the service and service change

<b>Service affected</b>	Learning Disabilities and Physical Disabilities
<b>Please provide a short description of the service / policy/project/project phase</b>	The project began in 2017 under the Transformation to 2017 programme and has continued through Transformation to 2019, Transformation to 2021 and on into Savings Programme 2023. The project is about increasing the number of people with learning disabilities and physical disabilities living in Supported Accommodation and reducing the number of people in those client groups living in residential care. This is through accessing a range of housing opportunities, developing supported accommodation, and the deregistration of residential care homes.
<b>Please explain the new/changed service/policy/project</b>	The purpose of the project is to support individuals with learning disabilities and physical disabilities to move into accommodation where they hold a tenancy which increases their rights, gives them greater security of tenure and enables them to live as adults with greater equity with the rest of the adult population. It also enables individuals to have greater choice and control over their living environments and how they live their lives.

**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

Yes		
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.



There has been significant ongoing engagement throughout this programme with all stakeholders and providers and with service users and their families impacted throughout this process. It is envisaged that this would continue.

No specific consultation has been carried out on this proposal, which is a continuation of the previous Transformation initiatives. The County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		X				Public

<b>Disability</b>	X					Public
<b>Gender reassignment</b>	X					Public
<b>Pregnancy and maternity</b>	X					Public
<b>Race</b>	X					Public
<b>Religion or belief</b>	X					Public
<b>Sex</b>		X				Public
<b>Sexual orientation</b>	X					Public
<b>Marriage &amp; civil partnership</b>	X					Public
<b>Poverty</b>	X					Public
<b>Rurality</b>		X				Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
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All Hampshire	YES
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

**For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.**

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age	Supporting individuals to move to Supported Accommodation will not have any effect on this protected characteristic.
Sex	Supporting individuals to move to Supported Accommodation will not have any effect on this protected characteristic.
Rurality	Supporting individuals to move to Supported Accommodation will not have any effect on this protected characteristic.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
<b>Disability</b>	Supporting people with learning disabilities and physical disabilities to move to Supported Accommodation or other housing opportunities seeks to improve their quality of life and give people more choice and control of their lives. The offer would help support the Adults' Health and Care vision of people living long, healthy and happy lives with the maximum possible independence.
<b>Poverty</b>	People who live in residential care are only able to retain a small part of their benefit entitlement to spend as they choose. Individuals with disabilities living in Supported Accommodation or other housing where they are the tenant or owner are entitled to the full range of benefits.
<b>Gender reassignment; Pregnancy and maternity; Race; Religion or belief; Sexual orientation; Marriage &amp; civil partnership</b>	Enabling people to have their own accommodation does enable individuals to have more control and live as they choose which may have benefits to any protected characteristics they may have, for example they will have greater privacy to conduct and engage in relationships with other people of their choosing, which may promote more opportunities for people to get married. There may also be beneficial impacts for individuals as they can arrange their living environment to meet their cultural or religious needs.

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

This project has been running since 2017, the outcomes have overall mostly been positive for individuals who have moved into new supported accommodation.

**Box 2**

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

**Younger Adults**

<b>Name of SP23 proposal:</b>	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
Learning Disability - Least Restrictive Practice (YA-23-LD2)	EIA-AHC-Least Restrictive Practice-2021/08/19

**EIA writer(s) and authoriser**

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Steve Gowtridge	AH&C	Programme Manager	<a href="mailto:Steve.gowtridge@hants.gov.uk">Steve.gowtridge@hants.gov.uk</a>	Teams	19/08/2021	V1

2	EIA authoriser	Jess Hutchinson	AH&C	Assistant Director LD & MH	<a href="mailto:Jessica.hutchinson@hants.gov.uk">Jessica.hutchinson@hants.gov.uk</a>	Teams	19/08/2021	V1
3	EIA Coordinator	Gloria Kwaw	AH&C	Equality and Inclusion Manager	Gloria.Kwaw@hants.gov.uk	Teams	19/08/2021	V1

**Section one – information about the service and service change**

<b>Service affected</b>	Learning Disability Services
<b>Please provide a short description of the service / policy/project/project phase</b>	Currently there are over 200 individuals with a learning disability living in a variety of settings including supported living and residential care for whom there is a risk that they may present behaviour that challenges. These individuals have high levels of support, typically this would mean 1:1 or 2:1 support at most times.
<b>Please explain the new/changed service/policy/project</b>	This would be a continuation of the current Least Restrictive Practice project that started in 2018. The roll-out of Least Restrictive Practice (LRP) and Positive Behaviour Support (PBS) across Hampshire is designed to improve the quality of life and reduce the use of restrictive practices for a relatively small cohort of people with learning disabilities that display behaviour that may challenge. This can lead to a reduction in the levels of support required by an individual as a result of a decrease in their behaviours that may challenge.

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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

Yes – this is a continuation of a Transformation to 2021 (T21) savings proposal, which has seen extensive engagement.		
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal, which is an extension of a T21 initiative. However, there has been significant ongoing engagement with stakeholders and providers and with service users and their families impacted over the past 2 years. It is envisaged that this would continue.

The County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.



The outcomes of the budget consultation show that 53% of Adult Social Care users disagree with reducing or charging for services and many responses showed concern at the potential of this occurring. The LRP project seeks to support this through reducing the levels of overall care and support by improving quality of life through reduction of restrictions and application of PBS approaches.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

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If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

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**Table 1 Impact Assessment**

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<b>Gender reassignment</b>		X				Public
<b>Pregnancy and maternity</b>		X				Public
<b>Race</b>		X				Public
<b>Religion or belief</b>		X				Public
<b>Sex</b>		X				Public
<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>		X				Public
<b>Rurality</b>		X				Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
------	----------

All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All with the exception of Disability	The continued roll-out of Least Restrictive Practice across Hampshire will have, at worst, a neutral impact in terms of people with protected characteristics. Its aims of increasing quality of life and reducing distress for those individuals that we work with will mean that, irrespective of someone's race, gender etc, for those people we work with we expect to see improved outcomes. The way that individuals are identified to be supported by the LRP team is based on their care and support needs as well as levels of behaviours that may challenge, irrespective of any protected characteristic.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions
None			

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Disability	The people with whom we would work are people with a learning disability who present behaviours that may challenge.

	<p>The LRP offer seeks to improve the quality of life and reduce the use of restrictive practices for people who present behaviour that may challenge. The offer would help support the Adults' Health and Care vision of people living long, healthy, and happy lives with the maximum possible independence.</p>
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**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

<p>LRP embraces all 6 key principles of Positive &amp; Proactive Care, including:</p> <p><b>Non – Discriminatory:</b> <i>Avoiding discrimination, paying attention to groups who are vulnerable to rights violations. As demonstrated by: Using person-centred planning approaches that do not discriminate on the basis of religion or belief, race or culture, gender, sexual preference, disability, mental health; making sure staff are sensitive to culture and diversity and how interventions may affect rights.</i></p>
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**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

## Younger Adults

<b>Name of SP23 proposal:</b> LD SBA	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
Learning Disability – Review & Reassess (YA-23-LD3)	EIA-AHC-LD SBA-2021/08/19

### EIA writer(s) and authoriser

No		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sam Davenport	AHC	Service Manager	<a href="mailto:Samantha.davenport@hants.gov.uk">Samantha.davenport@hants.gov.uk</a>	07545 41525 7	19/08/21	V1
2	EIA authoriser	Jess Hutchinson	AHC	Assistant Manager Younger Adults	<a href="mailto:Jessica.hutchinson@hants.gov.uk">Jessica.hutchinson@hants.gov.uk</a>	01962 84796 6	19/08/21	V1
3	EIA Coordinator	Ed.walton@hants.gov.uk	AHC	Safeguarding & Governance Senior Officer	<a href="mailto:Ed.walton@hants.gov.uk">Ed.walton@hants.gov.uk</a>	01962 84588 0	19/08/21	V1

**Section one – information about the service and service change**

<b>Service affected</b>	Learning Disabilities
<b>Please provide a short description of the service / policy/project/project phase</b>	<p>The learning disability service provides support provision for circa. 3,000 people who have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, Direct Payments and other forms of care and support. The current budget is £112m per year (total LD budget minus staffing costs).</p> <p>Each person who receives a service has a support plan which is reviewed regularly by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA), thereby putting the individual at the centre of understanding their needs and how they can achieve their goals.</p>
<b>Please explain the new/changed service/policy/project</b>	<p>This is a continuation of the current Transformation to 2021 (T21) review programme for Learning Disability services, the outcomes of which would specifically look to deliver and maintain existing levels of support to clients where possible but through a more cost-effective method. It is likely that for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.</p> <p>This would include:</p> <ul style="list-style-type: none"> <li>• The use of volunteers where appropriate;</li> <li>• Review of use of transport;</li> <li>• A greater emphasis on community support (without a cost to the County Council);</li> <li>• Support to enter paid employment;</li> </ul>



	<ul style="list-style-type: none"> <li>• Support to develop self-sustaining networks;</li> <li>• More shared support options;</li> <li>• Time limited support to develop skills;</li> <li>• Implementation of technology;</li> <li>• Changing models of care e.g. increasing access to older persons services.</li> </ul>
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

Yes – see below		
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal, which is an extension of a T21 initiative. However, there has been significant ongoing engagement with service users, families, stakeholders and providers via the Hampshire Learning Disability Partnership Board and the Local Implementation Groups.

The County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

The results of the Balancing the Budget consultation show that 53% of Adult Social Care users disagree with reducing or charging for services and many responses showed concern at the potential of this occurring. The SBA/reviews workstream will result in less paid for services for some people; the County Council will continue to ensure all eligible needs are met.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age			X			Public
Disability					X	Public
Gender reassignment		X				Public
Pregnancy and maternity		X				Public

<b>Race</b>		X				Public
<b>Religion or belief</b>		X				Public
<b>Sex</b>		X				Public
<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>		X				Public
<b>Rurality</b>		X				Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	

Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

**For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.**

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age	Some older people with a learning disability would move to new accommodation, either Extra Care, Older Persons residential or nursing care. An assessment of need would be carried out with the person, their family, support network and if appropriate advocate. If it is identified that the person would benefit from Older Adults services, then detailed planning would be undertaken to ensure it would best meet their needs. All activity would be in line with the Care Act 2014, Mental Capacity Act 1983, and Human Rights Act 1998. Learning from previous

	experience, we would be working with providers to identify services which would be successful for people with learning and physical disabilities.
Gender reassignment	The assess and review project will have a neutral impact on those people with a learning disability who have the protected characteristic of gender reassignment. Currently data for this protected characteristic is not collected for people with learning disabilities. Practitioners will ensure that they treat people as individuals, irrespective of their gender.
Marriage or civil partnership	The assess and review project will have a neutral impact on those people with a learning disability who have the protected characteristic of marriage or civil partnership. Assessments & reviews are undertaken with individuals, regardless of whether they are married or in a civil partnership. Where appropriate, carers assessments will be offered to partners of individuals with a learning disability who may be undertaking caring roles. The data for this protected characteristic is available via AIS/Aspire.
Pregnancy and maternity	The assess and review project will have a neutral impact on those people with a learning disability who have the protected characteristic of pregnancy and maternity. Currently data for this protected characteristic is not collected by the County Council for people with learning disabilities.
Race	The assess and review project will have a neutral impact on those people with a learning disability who have the protected characteristic of race. Practitioners will ensure that where English is not the individual's first language, an interpreter is sourced for the assessment or review. The data for this protected characteristic is available via AIS/Aspire.
Religion or belief	The assess and review project will have a neutral impact on those people with a learning disability who have the protected characteristic of religion or belief. Practitioners will ensure that religion or belief is respected, and care provision is based on individual need. The data for this protected characteristic is available via AIS/Aspire.
Sexual orientation	The assess and review project will have a neutral impact on those people with a learning disability who have the protected characteristic of sexual orientation. The data for this protected characteristic is available via AIS/Aspire.
Sex	The assess and review project will have a neutral impact on those people with a learning disability who have the protected characteristic of sex.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

Table 4 Explanation and mitigation for medium and high impacts

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions
Disability	<p>These proposals would impact upon people with learning disabilities receiving a variety of different service types. Some choices that are currently available and that are more expensive may cease to be available.</p> <p>People in receipt of supported living or care at home services may experience an overall reduction in the volume (hours) of support received on a 1:1 basis.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.</p>	No	<p>Assessed Care Act eligibility outcomes would still be met. Case Workers would discuss potential options with individuals who use services as part of the assessment process.</p> <p>Hampshire County Council would continue to invest in enablement services and supported employment services.</p>

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

## Younger Adults

<b>Name of SP23 proposal:</b>	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
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Learning Disability & Physical Disability – Volunteering (YA-23-LD4 & YA-23-PD3)	EIA-AHC-LD PD Volunteering-2021/08/19
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**EIA writer(s) and authoriser**

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Ross Thorpe	AHC	Programme Manager	<a href="mailto:ross.thorpe@hants.gov.uk">ross.thorpe@hants.gov.uk</a>	01962 845083	19/08/21	V1
2	EIA authoriser	Jess Hutchinson	AHC	Assistant Director Younger Adults	<a href="mailto:Jessica.hutchinson@hants.gov.uk">Jessica.hutchinson@hants.gov.uk</a>	01962 847966	19/08/21	V1
3	EIA Coordinator	Ed Walton	AHC	Safeguarding & Governance Senior Officer	<a href="mailto:ed.walton@hants.gov.uk">ed.walton@hants.gov.uk</a>	01962 845880	19/08/21	V1

**Section one – information about the service and service change**

<b>Service affected</b>	Learning Disabilities (LD) & Physical Disabilities (PD)
<b>Please provide a short description of the service / policy/project/project phase</b>	<p>There are currently no schemes providing volunteer support buddies within the adult learning disability service.</p> <p>The Volunteering project across Hampshire is designed to facilitate and establish a culture of volunteer use across provider organisations.</p>

	<p>This scheme will provide a framework for volunteers to be engaged as volunteer support buddies as a 'step down' from more intensive paid support to improve enablement options. It is envisaged that this will also protect the County's care market.</p> <p>In addition to this, the programme will also seek to expand on more traditional forms of volunteering.</p> <p>As part of the Savings Programme 2023 (SP23) transformation programme, a savings target of £371k has been attached to this initiative (£182k LD and £189k PD).</p>
<p><b>Please explain the new/changed service/policy/project</b></p>	<p>Volunteers will be engaged as support buddies for service users with physical disabilities, learning disabilities and/or autism. Individual volunteer role profiles will be created in partnership with individuals, families, providers, volunteering organisations and other stakeholders. The scheme creates new ways for people with learning and/or physical disabilities to meet their assessed outcomes. The project will seek to recruit volunteers with different cultural and social backgrounds to ensure inclusivity for all service users. It should be noted that support buddies will not be replacing support workers performing regulated care tasks. All volunteers will be DBS checked.</p>

**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

Yes – see below		
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

The County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

No specific consultation has been carried out on this proposal. However, in preparation for this project, both internal and external stakeholders were engaged with including volunteering and provider organisations. Providers are involved at all stages of this project with direct links to the project leads and subject matter expert.

Service users are integral to the matching process of the buddy scheme. The role profiles are based on the needs and wishes of the service users and their support network as appropriate.

### **Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

Table 1 Impact Assessment

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		X				Public
Disability	X					Public
Gender reassignment		X				Public
Pregnancy and maternity		X				Public
Race		X				Public
Religion or belief		X				Public
Sex		X				Public
Sexual orientation		X				Public
Marriage & civil partnership		X				Public
Poverty		X				Public
Rurality		X				Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
All (with the exception of Disability)	The continuation of the volunteering project across Hampshire will have, at worst, a neutral impact in terms of people with protected characteristics. The department's aim will remain that all service users receive the appropriate care provision for their needs irrespective of someone's race, gender, age, religious beliefs, sex or sexual orientation and we expect to see improved outcomes for users. The way that individuals are identified for use of volunteers is based on their care and support needs as well as levels of behaviours that may challenge, irrespective of any protected characteristic. The way in which volunteers will be identified will ensure that volunteers are recruited from different cultural and social backgrounds. Furthermore, there will also be no impact on non-protected characteristics of service users considered by the County Council such as poverty or rurality.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions

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If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Disability	Support from volunteers is associated with higher self-esteem, improved wellbeing, and lower levels of social exclusion. In many areas of Hampshire, providers are finding it hard to recruit and retain support staff needed to deliver contracted hours. Increasing the use of volunteer support buddies will provide flexibility for people to have the support they need when they need it.

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

Box 2

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

## Younger Adults

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
Learning Disability - 60+ Accommodation (YA-23-LD5)	EIA-AHC-Younger Adults 60+ Accommodation-2021/08/19

### EIA writer(s) and authoriser

No		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Jenny Dixon	AHC	Strategic Commissioning Lead Younger Adults	<a href="mailto:Jenny.dixon@hants.gov.uk">Jenny.dixon@hants.gov.uk</a>	07739050567	19/08/21	V1
2	EIA authoriser	Jess Hutchinson	AHC	Assistant Director	<a href="mailto:Jessica.hutchinson@hants.gov.uk">Jessica.hutchinson@hants.gov.uk</a>	01962 847966	19/08/21	V1



				Younger Adults				
3	EIA Coordinator	Ed Walton	AHC	Safeguarding & Governance Senior Officer	<a href="mailto:Ed.walton@hants.gov.uk">Ed.walton@hants.gov.uk</a>	01962 845880	19/08/21	V1

**Section one – information about the service and service change**

<b>Service affected</b>	Learning Disabilities
<b>Please provide a short description of the service / policy/project/project phase</b>	The Older People with a Learning Disability Project is aimed at ensuring that people with a learning disability are enabled to live in appropriate environments as they age both in terms of the physical environment and having access to the right care and support. There are a number of people living in the community in properties which are not suitable to their aging needs, for example they may only have upstairs bedrooms and bathrooms. The support staff in some of these settings may also be less experienced/ skilled in working with individuals with frailty or needs that arise from the onset of dementia. The project is looking to move people to more appropriate settings to meet their longer-term needs associated with aging.
<b>Please explain the new/changed service/policy/project</b>	This project may involve moving people to other ground floor supported living opportunities or residential or nursing provision that is suitable to their age-related needs.

**Engagement and consultation**

The County Council’s *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority’s budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed ‘stage two’ consultation before any decisions on service specific changes are made.

<b>Has any pre-consultation engagement been carried out?</b> (Delete as appropriate)		
	<b>No</b>	
<b>Describe the consultation or engagement you have performed or are intending to perform.</b> Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.		
<p>There has been significant ongoing engagement throughout this programme with all stakeholders and providers and with service users and their families impacted throughout this process. It is envisaged that this would continue.</p> <p>No specific consultation has been carried out on this proposal, which is a continuation of a Transformation to 2021 initiative. However, the County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.</p>		

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

## Adults' Health and Care EIAs

## Appendix 4

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age	X					
Disability	X					
Gender reassignment		X				
Pregnancy and maternity		X				
Race		X				
Religion or belief		X				
Sex		X				
Sexual orientation		X				
Marriage & civil partnership		X				
Poverty		X				
Rurality		X				

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	YES
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
<b>All except Disability and Age</b>	The individuals who are identified and supported to move are selected on the basis of the suitability of their current residence, their physical health needs and other needs related to aging irrespective of any other protected characteristic.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions


If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
<b>Disability</b>	The individuals have been supported on the basis of their primary need being their learning disability; as they age and have increased physical care needs or needs related to dementia, the support arrangements and accommodation they have had may no longer be suitable or the most appropriate to meet their future needs. Enabling people to move to accommodation that does meet their age-related needs with the right support for these needs will lead to better outcomes for those individuals.
<b>Age</b>	Individuals are identified for this project in relation to their age for the reasons described above.

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

## **Younger Adults**

**Name of SP23 proposal:**

**SP23 Opportunity Reference:**

Please use this structure as a reference for your EIA:

Mental Health – Review & Reassess (YA-23-MH1)	EIA-AHC-Mental Health Review & Reassess-2021/08/19
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**EIA writer(s) and authoriser**

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Louise Snook	AHC	PD MH Business Development Manager	<a href="mailto:Louise.Snook@hants.gov.uk">Louise.Snook@hants.gov.uk</a>	0370 779 7093	19/08/21	V1
2	EIA authoriser	Jess Hutchinson	AHC	Assistant Director Younger Adults	<a href="mailto:jessica.hutchinson@hants.gov.uk">jessica.hutchinson@hants.gov.uk</a>	01962 847966	19/08/21	V1
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	Gloria.Kwaw@hants.gov.uk	0370 779 4934	19/08/21	V1

**Section one – information about the service and service change**

<b>Service affected</b>	Mental Health
<b>Please provide a short description of the service / policy/project/project phase</b>	Hampshire Adults' Health and Care currently fund a range of residential, nursing care and at home support packages for working age adults who have been assessed with eligible need under either the Care Act 2014 and/or the Mental Health Act 1983 and who require the use of mental health services. The current social care offer is aimed at people who present with complex needs and often a variety of diagnoses which might include psychiatric and/or psychological conditions and/or addiction. People may have lived in residential settings for many years, sometimes a long way from Hampshire.



<p><b>Please explain the new/changed service/policy/project</b></p>	<p>Mental Health teams are currently supporting around 470 people with packages of care in various care institutions. The teams will review these arrangements with individuals, using a strengths-based approach, considering how people receiving a high level of care including those in traditional models of 24-hour care can move towards greater independent living. Where it is evidenced that a person is able to move to greater independence, they will be provided with the support to enable them to make the transition and will continue to receive any support required for ongoing needs. Options for people to consider with opportunities for greater independence may include receiving support in Extra Care settings, Shared Lives, Supported Accommodation with a tenancy, improved access to Direct Payments and or a combination of all of the above.</p>
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

<p>Yes</p>		
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal, which is an extension of a Transformation to 2021 initiative. However, there has been significant ongoing engagement with service users, families, stakeholders and providers.

The County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in

October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age				X		Public
Disability					X	Public
Gender reassignment		X				Public
Pregnancy and maternity		X				Public

<b>Race</b>				X		Public
<b>Religion or belief</b>		X				Public
<b>Sex</b>		X				Public
<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>		X				Public
<b>Rurality</b>		X				Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	

Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having neutral or low negative impact</b>
<b>Gender reassignment</b>	Whilst people who would describe themselves as transgender may sometimes experience stigma and adversity, this proposal should not result in a negative impact on them, specifically as there is an opportunity to have greater control and choice over their care and support preferences in a mental health arrangement.
<b>Pregnancy and maternity</b>	There is currently no evidence that people who identify with this characteristic will be impacted by the project work to review all cases, as their ongoing care will be determined by their Mental Health needs and individualised support plan.

<b>Religion or belief</b>	People who identify with this characteristic will hold a low risk of being impacted by the project work to review all cases, as their ongoing care will be determined by their Mental Health needs and individualised support plan.
<b>Sex</b>	Currently in Hampshire 61% of funded Mental Health clients have identified as Male and 38% Female, however, there is currently no evidence that people who identify with this characteristic will be impacted by the project work to review all cases, as their ongoing care will be determined by their Mental Health needs and an individualised support plan that would take into account appropriate living arrangements.
<b>Sexual orientation</b>	People from the LGBTQ community are assessed as being at low risk of being affected negatively by this programme of work as their ongoing care will be determined by their Mental Health needs and individualised support plan.
<b>Marriage &amp; civil partnership</b>	There is currently no evidence that people who identify with this characteristic will be impacted by the project work to review all cases, as their ongoing care will be determined by their Mental Health needs and individualised support plan.
<b>Poverty</b>	People with low income will be assessed for their eligibility for care and support and will receive a suitable level of intervention directly from Hampshire Adults' Health and Care to ensure their care arrangements promote their choices in the interests of promoting greater independent living and a healthy lifestyle.
<b>Rurality</b>	Residents of Hampshire who reside in more rural settings are assessed as low risk to this programme where commissioned services are available in all areas across Hampshire, enhanced by an increased set of virtual/ remote care and support opportunities available through technologically enabled care.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having medium or high negative impact</b>	<b>Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)</b>	<b>Short explanation of mitigating actions</b>
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<p><b>Age</b></p>	<p>There is an expectation that people would move into accommodation which would meet their needs to maximise their independence. For those people growing older, this may impact on their expectation to remain in lifelong residential care if they are deemed to be capable of residing in an alternative arrangement with an appropriate level of available care and support. This could include the concern of loneliness and isolation which in turn may trigger the deterioration in an older person's mental health and ability to self-care. Similarly, those younger people with complex mental health needs who are experiencing transition into adult services would also not automatically move into 24-hour care provision.</p>	<p>No</p>	<p>Each person in receipt of a current package would be supported carefully and sensitively to understand how their needs are being assessed with the right to an advocate if required. Whilst recognising the issues affecting potential impact of 'change' for someone growing older and moving into adult services, the application of a strengths-based approach is fundamentally aimed at ensuring the person is heard and that their rights are respected by the social care professionals involved in this process. A range of contemporary supported accommodation options are also available including Extra Care for people which should minimise the risk of loneliness and isolation. Housing Providers are also working alongside this workstream to involve new 'well-being' support staff (i.e. Vivid Housing). Inclusion of NHS age-appropriate services and involvement of advocacy will be integral. Working age adults may benefit from moving from residential care into more independent accommodation.</p>
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<p><b>Disability</b></p>	<p>People using mental health services and who are often subject to Section 117 Mental Health Act are likely to feel challenged by the prospect of change to their care and support provision as a result of the associated disability they live with. Care and support provision in conjunction to accommodation arrangements are fundamental to the welfare and recovery of people experiencing problems with their mental health. Group living in residential care has been a traditional offer in Hampshire for many years and is often prescribed by medical staff for individuals on their in/out-patient treatment pathway. The prospect of developing supported living schemes for people needing support for their mental health may be subject to stigmatisation in different community settings without adequate planning, preparation and suitable support structures.</p>	<p>No</p>	<p>Residential care arrangements will continue to remain available for those people who are deemed to require 24-hour care and support. However, it is anticipated, that this would be a smaller group of people in need of 24-hour provision after a number of examples of care reviews have led to people moving into more independent supported living arrangements with great success despite the experienced level of disability. Some of the challenges which people have overcome have been achieved with the use of assistive technology, personal care packages, use of direct payments, personal health budgets and excellent health and social care support. Close partnership working with people and other care/ relevant agencies has demonstrated that living with a mental disability does not necessitate the experience of residential care. Careful community engagement and support from relevant local public and voluntary agencies would be essential when establishing new schemes and</p>
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			challenging any negative stereotypes.
<b>Race</b>	<p>There is an over representation of people in England who would identify themselves as from a Black Asian Minority Ethnic (BAME) background who have been or who are subject to detention in the mental health system. Many people in need of care and support packages are also subject to Section 117 Aftercare as a result of having been detained under the Mental Health Act 1983. The reduction of residential provision would impact on people from BAME backgrounds in respect to the prospect of being offered a change in their current arrangements which is sensitive to their cultural needs across all Hampshire communities. There is a risk within local communities of stigmatisation of developing housing support schemes leading to the negative impact on the mental state and stability of the scheme residents.</p>	No	<p>Accommodation for people in need of services as a result of their mental health is available in all local communities across Hampshire. The programme of developing Extra Care schemes is being rolled out to ensure each area provides access subject to eligible need. Community engagement is essential without involvement of specialist mental health housing officers in conjunction with local districts/ boroughs and Registered Social Landlords. People with BAME backgrounds will be supported by a variety of measures to stay independent including: interpreters, advocacy, direct payments, personal health budgets, assistive technology, and would be supported to access local community support in respect of their individual needs and cultural requirements.</p> <p>Current work on National Approved Mental Health Professional standards requires the service to understand more fully the diversity of the</p>



			community it serves; information is being collated, to be analysed and the impact understood.
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If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

Information on the protected characteristics is limited by the information recorded within the service on AIS. This project work to continue the review and reassessment of Mental Health service users is part of business as usual, with all Mental Health teams contributing to the work and overall savings target.

Service users are identified for review either where there is a change in needs or at the point of their diarised annual review. The review is carried out using strength-based principles and a personalised plan drawn up; appropriate support to enable that person

to maintain or improve their independence is put in place, taking into consideration all characteristics that may impact on the delivery of the plan.

**Box 2**

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:

## Younger Adults

<b>Name of SP23 proposal:</b>	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
Physical Disability – Review & Reassess (YA-23-PD2)	EIA-AHC-PD SBA-2021/08/19

### EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Donna Harrison	AHC	Service Manager	Donna.harrison@hants.gov.uk	03707 791482	19/08/2021	V1
2	EIA authoriser	Jessica Hutchinson	AHC	Assistant Director	<a href="mailto:Jessica.hutchinson@hants.gov.uk">Jessica.hutchinson@hants.gov.uk</a>	01962 847966	19/08/2021	V1

				Younger Adults				
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion manager	Gloria.kwaw@hants.gov.uk	03707 794934	19/08/2021	V1

**Section one – information about the service and service change**

<b>Service affected</b>	Physical Disabilities
<b>Please provide a short description of the service / policy/project/project phase</b>	<p>The Physical Disability service provides support provision for people who have been assessed as eligible under the Care Act 2014. The support provided includes support work, residential care, day services, Direct Payments and other forms of care and support.</p> <p>Each person who receives a service has a support plan which is reviewed regularly by Social Workers and social care practitioners. Support is provided with the aim of maximising a person's independence whilst ensuring their care needs are met through a Strengths Based Approach (SBA), thereby putting the individual at the centre of understanding their needs and how they can achieve their goals.</p>
<b>Please explain the new/changed service/policy/project</b>	<p>This is a continuation of the current Transformation to 2021 (T21) review programme for Physical Disability services, the outcomes of which would specifically look to deliver support that is most cost effective. This would include:</p> <ul style="list-style-type: none"> <li>• The use of volunteers where appropriate;</li> <li>• Review of use of transport;</li> <li>• A greater emphasis on community support (without a cost to the council);</li> <li>• Support to enter paid employment;</li> <li>• Support to develop self-sustaining networks;</li> </ul>

	<ul style="list-style-type: none"> <li>• More shared support options;</li> <li>• Time limited support to develop skills;</li> <li>• Implementation of technology;</li> <li>• Changing models of care e.g. moving from residential care to supported living.</li> </ul>
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

Yes – see below		
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**Describe the consultation or engagement you have performed or are intending to perform.**  
Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal, which is, in part, an extension of the Transformation to 2021 initiative. However, there has been significant ongoing engagement with service users, families, stakeholders and providers via co-production groups and individual service users.

The County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

The results of the Balancing the Budget consultation show that 53% of Adult Social Care users disagree with reducing or charging for services and many responses showed concern at the potential of this occurring. The SBA/reviews workstream will result in less paid for services for some people; the County Council will continue to ensure all eligible needs are met.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age			X			Public
Disability					X	Public
Gender reassignment		X				Public
Pregnancy and maternity		X				Public

<b>Race</b>		X				Public
<b>Religion or belief</b>		X				Public
<b>Sex</b>		X				Public
<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>		X				Public
<b>Rurality</b>		X				Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	

Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

**For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.**

**Table 3 Consideration of and explanation for neutral or low negative impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having neutral or low negative impact</b>
Age	An assessment of need would be carried out with the person, their family, support network and if appropriate advocate. If it is identified that the person would benefit from services, then detailed planning would be undertaken to ensure it would best meet their needs. All activity would be in line with the Care Act 2014, Mental Capacity Act 1983 and Human Rights Act

	1998. Learning from previous experience, we would be working with providers to identify services which would be successful for people with learning and physical disabilities.
All (with the exception of Age & Disability)	<p>The continuation of the Review and Assess project across Hampshire will have, at worst, a neutral impact in terms of people with protected characteristics. Its aim of ensuring that all service users receive the appropriate care provision for their needs for those individuals that we work with will be applied, irrespective of someone's race, gender etc, and we expect to see improved outcomes for users. The way that individuals are identified to have their care provision assessed is based on their care and support needs as well as levels of behaviours that may challenge, irrespective of any protected characteristic.</p> <p>Furthermore, there will also be no impact on non-protected characteristics of service users such as poverty or rurality considered by the County Council.</p>

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having medium or high negative impact</b>	<b>Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)</b>	<b>Short explanation of mitigating actions</b>
Disability	These proposals would impact upon people with physical disabilities receiving a variety of different service types. Some choices that are currently available and that are more expensive may cease to be available.	No	Assessed Care Act eligibility outcomes would still be met. Case Workers would discuss potential options with individuals who use services as part of the assessment process.



	<p>People in receipt of supported living or care at home services may experience an overall reduction in the volume (hours) of support received on a 1:1 basis.</p> <p>It is likely for a large percentage of those assessed the support that they receive would change or reduce. These people are likely to have been impacted by reductions / changes to the levels of service they previously received as a result of earlier transformation programmes.</p>		<p>Hampshire County Council would continue to invest in enablement services and supported employment services.</p>
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**If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.**

**For all characteristics marked as either having a positive impact please explain why here.**

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped

- The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
- Consider undertaking consultation/re-consulting.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

## HCC Care (In-House Services)

<b>Name of SP23 proposal:</b>	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA:
HCC Care (In-House Services) – Income Generation through Discharge to Assess Bedded Provision (IH-23-1)	EIA – AHC - HCC Care Income Generation - 2021/08/19

### EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Roger Carter	AHC	Transformation Manager	<a href="mailto:Roger.carter@hants.gov.uk">Roger.carter@hants.gov.uk</a>	0370 779 0885	19/08/2021	V1
		Spencer Ashton-Taylor	Transformation Practice	Senior Consultant	<a href="mailto:Spencer.ashton-taylor@hants.gov.uk">Spencer.ashton-taylor@hants.gov.uk</a>	0370 779 5985		
2	EIA authoriser	Karen Ashton	AHC	Assistant Director Internal Provision	<a href="mailto:karen.ashton@hants.gov.uk">karen.ashton@hants.gov.uk</a>	0370 779 1654	19/08/21	V1
3	EIA Coordinator	Ed Walton	AHC	Safeguarding & Governance Senior Officer	<a href="mailto:Ed.walton@hants.gov.uk">Ed.walton@hants.gov.uk</a>	01962 845880	19/08/2021	V1

**Section one – information about the service and service change**

<p><b>Service affected</b></p>	<p>Residential Nursing services provided at Clarence Unit at Woodcot Lodge, Willow Court, Forest Court and Ticehurst to convert to dedicated Discharge to Assess (D2A) hubs. These are an extension of a hospital ward in a dedicated care facility away from the acute hospital where dedicated health, care staff and social workers can continue rehabilitating a person and assessing their long term care needs.</p>
<p><b>Please provide a short description of the service</b></p>	<p>Reductions to the running cost of providing permanent long term care and support by optimising people's independence and delaying transfer into long term residential and nursing care by keeping people at home for longer, should this be their preferred option. It will also support income generation by covering the costs of transitional care through joint NHS and Social Care funding whilst assessing long term needs for support.</p>
<p><b>Please explain the new/changed service/policy/project</b></p>	<p>The Clarence Unit was established as a dedicated D2A unit in June 2020 and has been increasing capacity to full 79 beds since. Willow Court, Forest Court and Ticehurst are currently Care Homes for Nursing and have been providing D2A services since late August and early September 2020 respectively. The change in service will mean that new residents in these units will receive a transitional care service following a discharge from hospital. This will include nursing care, reablement, physiotherapy and Care Act assessment for a period of around 21 days before transferring to the most suitable long term care provision. The changes to the existing services will be from long term care placement, to short term care and assessment for people being discharged from hospital, or those deemed to be at risk of an impending hospital admission (hospital admission avoidance). Staff are currently being trained to provide reablement type care to support</p>

people to gain independence and return home safely and confidently, as opposed to remaining in the service.

The potential service changes are likely to have the following impacts:

- more effective assessment and understanding of people's needs is made in the more appropriate environment, ensuring intensity of care need is understood and the person can then access the right care at the right time, in the right way;
- remove time pressure sourcing long-term services whilst people are in hospital, avoiding inappropriate placement into higher intensity, higher cost long-term residential or nursing care where unnecessary;
- avoiding unnecessary hospital admission where care need can be safely managed in the community, reducing pressure on hospitals and increasing flexibility to manage demand fluctuations;
- everyone eligible who needs longer-term support could receive this in a more personalised setting that maximises their independence, be that their own home, supported accommodation, or a care home;
- dedicated competent staff and space would be provided to make a timely assessment of people's care needs within an environment focused on reablement;
- on completion of assessment individuals will need to move between settings when they require longer-term residential care and support;
- some members of staff may need to work differently or move to different work locations.

Current permanent older adult residents of Ticehurst, Forest Court and Willow Court nursing homes will remain in these units. The vacant capacity in Forest Court and Willow Court will be re-purposed and units will not accept further permanent long term admissions.

**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made. Feedback is currently being sought from people who have been through these services and how they might be improved.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

	No	
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

The outcomes of the budget consultation show that 51% of users of services for older people agreed with making changes to the charging approach for non-residential social services (17% disagreed). The use of Short Term Services, and interim assessment, would help reduce the costs of non-residential care by a period of intensive reablement, ensuring the individual's independence is fully optimised before starting / restarting their non-residential care package if their long term outcome was to return home.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age	X					Public
Disability			X			Public
Gender reassignment		X				Public
Pregnancy and maternity		X				Both
Race		X				Public
Religion or belief		X				Public
Sex		X				Public

## Adults' Health and Care EIAs

## Appendix 4

<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>		X				Public
<b>Rurality</b>			X			Both

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	



Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Disability	D2A Units will not be suitable for all people with advanced dementia or complex behavioural issues due to the nature of the service and other service users. Specific to people using the services.
Rurality	Location of units may be some distance from usual place of residence which might require longer travel times for visitors. Both for staff and people using the services.
Race	The service will be available to anyone whose needs can be met in the setting. Temporary extra care housing is available in the North of the County, where a large population of Nepalese makes up 10+% of the population. Extra Care living will allow longer average length of D2A stays, providing more time to support people with language and complex housing needs. Specific for people using the services.
Gender reassignment; Pregnancy and maternity; Religion or belief; Sex; Sexual	The only acceptance criteria for access to these services are clinical and social care need. Pregnancy and maternity for staff is already protected through current HCC Care policies and

orientation; Marriage and civil partnership; Poverty	risk assessment. Poverty is neutral as this service is non-chargeable for a set period of time, and then means tested as per the Care Act 2014.
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
Age	D2A Bedded service provision focuses mainly on Pathway 3 Patients, these are people generally 65+ but usually 85 years and older with Complex Health needs and co-morbidity. This demographic previously would have moved into long term residential or nursing care post hospital discharge. However, following the D2A bedded intervention more are seen to be returning home, as evidenced by the discharge to services outcomes tracking via multi-disciplinary care notes and onwards care monitoring. Further work will be included in the D2A project to follow the outcomes for those people returned home (i.e., readmission to acute

	hospitals in the last 3/6/12 months). For those admitted needing house clearance or equipment installation, the length of stay can be extended.
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**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

<p>The service is short term (average 21 days); there will also be alternative D2A provisions available such as Home Based or temporary Extra Care housing if applicable.</p> <p>Research will continue on the demographics and outcomes of people using the D2A service including how this supports carer breakdown. The additional time to allow for people to be assessed outside of an acute hospital provides time to ensure that support is provided for people who have specific language, religious and other protected characteristics that might otherwise be overlooked if there were additional time pressures to discharge into long-term onward care.</p>
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**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

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## Headquarters – Demand Management & Prevention - Grants

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
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Demand Management & Prevention – Grants for Voluntary and Social Enterprise Sector (HQ-23-1)	EIA-AHC-DMPCU Grants-2021/08/19
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**EIA writer(s) and authoriser**

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Peter Stokes	AHC	Strategic Development Manager	<a href="mailto:peter.stokes@hants.gov.uk">peter.stokes@hants.gov.uk</a>	0370 779 1037	19/08/2021	V1
		Bethany Tanton	AHC	Service Development Officer	<a href="mailto:bethany.tanton@hants.gov.uk">bethany.tanton@hants.gov.uk</a>	0370 779 2655		
2	EIA authoriser	Sarah Snowdon	AHC	Director of AHC	<a href="mailto:graham.allen@hants.gov.uk">graham.allen@hants.gov.uk</a>	0370 779 0744	19/08/2021	V1
3	EIA Coordinator	Ed Walton	AHC	Safeguarding and Governance Senior Officer	<a href="mailto:ed.walton@hants.gov.uk">ed.walton@hants.gov.uk</a>	01962 845880	19/08/2021	V1

**Section one – information about the service and service change**

<b>Service affected</b>	Adults' Health and Care (AHC)
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<p><b>Please provide a short description of the service / policy/project/project phase</b></p>	<p>AHC currently has a grants programme which provides grant funding each year to the Voluntary Community and Social Enterprise (VCSE) sector in Hampshire to help deliver services that are targeted to those most at risk of needing social care. Responsibility for managing this grant programme sits with the Demand Management and Prevention Change Unit (DMPCU).</p>
<p><b>Please explain the new/changed service/policy/project</b></p>	<p>To stop issuing all AHC grant funding as part of the grants programme managed by DMPCU by 31 March 2023.</p>

**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**  
(Delete as appropriate)

	No	
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has yet been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council’s Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

Specific Phase 2 consultation on this proposal is planned. As part of this process, we will ensure partners such as VCSE organisations (including those we currently fund or have funded in the past), District and Borough Councils, health colleagues, etc. will be aware of the consultation process and how they can take part.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age				X		Public

<b>Disability</b>				X		Public
<b>Gender reassignment</b>		X				Public
<b>Pregnancy and maternity</b>		X				Public
<b>Race</b>				X		Public
<b>Religion or belief</b>		X				Public
<b>Sex</b>		X				Public
<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>				X		Public
<b>Rurality</b>				X		Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes



Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
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Gender reassignment	Neutral – No DMPCU grants currently specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current AHC DMPCU grant programme priorities.
Pregnancy and maternity	Neutral – No DMPCU grants currently specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current AHC DMPCU grant programme priorities.
Religion or belief	Neutral – No DMPCU grants currently specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current AHC DMPCU grant programme priorities.
Sex	Neutral – No DMPCU grants currently specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current AHC DMPCU grant programme priorities.
Sexual orientation	Neutral – No DMPCU grants currently specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current AHC DMPCU grant programme priorities.
Marriage & civil partnership	Neutral – No DMPCU grants currently specifically support individuals with this protected characteristic. It is also not specifically included as one of the target characteristics in terms of current AHC DMPCU grant programme priorities.

**For all characteristics marked as either having a ‘medium negative’ or ‘high negative’, please complete the following table:**

**Table 4 Explanation and mitigation for medium and high impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having medium or high negative impact</b>	<b>Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)</b>	<b>Short explanation of mitigating actions</b>
Age	Medium Negative – a significant proportion of current DMPCU grant-funded projects specifically support individuals with this protected characteristic	Countywide impact	AHC will continue to fund a team that will provide insight and support to continue VCSE activity, particularly activity supporting older

	<p>(older adults), an estimated 5,000 individuals across the County. AHC has grant funded some of these service for a number of years. Older Adults are also a key client group in terms of the current AHC grant priorities. It is rated as medium because most of these services are not fully funded by AHC grants, it can only be a proportion of the running costs. In additional projects that are fully funded are operating as pilots and so are already aware that the grant funding is short-term and applied to for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>		<p>adults. This includes providing support to access external grants and funding opportunities, to minimise disruption and maximise the ability for the VCSE sector to avoid costs. Utilisation and development of existing strong relationships focused on expressing AHC needs of sector. Some providers may fail, but others (both at large and community level) may see increased activity. Organisations will still be able to apply for Grant funding through the local County Councillor Grant scheme.</p>
<p>Disability</p>	<p>Medium Negative – a significant proportion of current DMPCU grant-funded projects specifically support individuals with this protected characteristic, an estimated 3,000 individuals across the County. AHC has grant funded some of these services for a</p>	<p>Countywide impact</p>	<p>AHC will continue to fund a team that will provide insight and support to continue VCSE activity, particularly activity supporting adults with disabilities. This includes providing support to access external grants and funding opportunities, to</p>

	<p>number of years. Disability is also a key focus group in terms of the current DMPCU grant priorities. It is rated as medium because most of these services are not fully funded by AHC grants, it can only be a proportion of the running costs. In additional projects that are fully funded are operating as pilots and so are already aware that the grant funding is short-term and applied for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>		<p>minimise disruption and maximise the ability for the VCSE sector to avoid costs. Utilisation and development of existing strong relationships focused on expressing AHC needs of sector. Some providers may fail, but others (both at large and community level) may see increased activity. Organisations will still be able to apply for Grant funding through the local County Councillor Grant scheme.</p>
<p>Race</p>	<p>Medium Negative – a small proportion of current DMPCU grant-funded projects specifically support individuals in relation to this protected characteristic – an estimated 100 individuals across the County. In particular, the impact for this characteristic is rated as medium negative because the organisations that are currently being granted-funded by the DMPCU programme (and have</p>	<p>Countywide impact</p>	<p>AHC will continue to fund a team that will provide insight and support to continue VCSE activity, particularly activity supporting adults from BAME communities. This includes providing support to access external grants and funding opportunities, to minimise disruption and maximise the ability for the VCSE sector to avoid costs. Utilisation and</p>

	<p>been grant-funded in the past) are valued and trusted sources of information and advice for BAME communities, so therefore these services (of which there are not many in Hampshire) are very important in supporting the welfare of these communities in particular. We also recognise that there may be barriers to these organisations accessing funding from other sources. It is rated as medium impact only because these projects are already aware that the grant funding is short-term and applied to for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>		<p>development of existing strong relationships focused on expressing AHC needs of sector. Some providers may fail, but others (both at large and community level) may see increased activity. Organisations will still be able to apply for Grant funding through the local County Councillor Grant scheme.</p>
<p>Poverty</p>	<p>Medium Negative – a significant proportion of current DMPCU grant-funded projects specifically support individuals in relation to this characteristic – an estimated 1,000 individuals across the County. AHC has grant funded some of these services for a number of years.</p>	<p>Countywide impact</p>	<p>AHC will continue to fund a team that will provide insight and support to continue VCSE activity, particularly activity supporting adults experiencing poverty. This includes providing support to access external grants and funding opportunities, to</p>

	<p>Poverty is also a key focus group in terms of the current DMPCU grant priorities. It is rated as medium because most of these services are not fully funded by AHC grants; the AHC funding can only be a proportion of the running costs. In addition, projects that are fully funded are operating as pilots and so are already aware that the grant funding is short-term and applied for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>		<p>minimise disruption and maximise the ability for the VCSE sector to avoid costs. Utilisation and development of existing strong relationships focused on expressing AHC needs of sector. Some providers may fail, but others (both at large and community level) may see increased activity. Organisations will still be able to apply for Grant funding through the local County Councillor Grant scheme.</p>
<p>Rurality</p>	<p>Medium Negative – a medium proportion of current DMPCU grant-funded projects specifically support individuals in relation to this characteristic – an estimated 500 individuals across the County. It is rated as medium because most of these services are not fully funded by AHC grants; the AHC funding can only be a proportion of the running costs. In addition, projects that are fully funded are</p>	<p>Countywide impact</p>	<p>AHC will continue to fund a team that will provide insight and support to continue VCSE activity, particularly activity supporting adults living in rural areas. This includes providing support to access external grants and funding opportunities, to minimise disruption and maximise the ability for the VCSE sector to avoid costs. Utilisation and development</p>

	<p>operating as pilots and so are already aware that the grant funding is short-term and applied to for the grant funds on this basis. As part of their initial application, they were assessed on their sustainability to continue running beyond the term of the grant without any further financial support from AHC.</p>		<p>of existing strong relationships focused on expressing AHC needs of sector. Some providers may fail, but others (both at large and community level) may see increased activity. Organisations will still be able to apply for Grant funding through the local County Councillor Grant scheme.</p>
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**If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.**

**For all characteristics marked as either having a positive impact please explain why here.**

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact
N/A	

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.

- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

### Box 1 Please set out any additional information which you think is relevant to this impact assessment:

DMPCU in AHC will still provide insight and support to Voluntary Community & Social Enterprise sector (VCSE) and partners (Health and Local Councils) but no direct grant funding support will be provided. DMPCU team will be reprioritised to support organisations find and secure funding from other sources to maintain services, whilst continuing to ensure that the VCSE sector are provided with insight and data (such as demographics, risk factors to social care) to ensure that support continues to be targeted to those most at risk of needing social care (this in particular includes the following protected characteristics: Age, Disability, Race, Poverty and Rurality). Maintenance of relationships with health partners is key to help meet shared objectives e.g., Clinical Commissioning Group. Better working relationships developed with Districts post-COVID can be aligned to minimise impact on local services.

The Culture, Countryside and Business Services department (CCBS) as part of Savings Programme to 2023 are intending to remove £600,000 of grants to community organisations via the CCBS Recreation and Heritage fund and transfer £230,000 to the Leader's and Members' Grant Fund as a permanent commitment. The impact of the CCBS savings on this proposal will be minimal, as the adverse impact of the CCBS proposal is likely to be cultural and community organisations seeking capital investment for buildings, which is not something the Adults' Health and Care grant programme provides funding for. Furthermore, the additional funding to the Leader's and Member's Grants may provide some organisations who would currently apply to Adults' Health and Care for funding for smaller one-off or pump-priming support to an alternative funding source. Depending on what other changes County Council departments and wider community partners make to their own budgets and activities in relation to VCSE sector support, this change in service could potentially contribute towards greater negative cumulative effects on a number of the protected characteristics. This will be important to consider although cannot be quantified at present.

### Box 2

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**





## Headquarters – Learning & Development

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <i><b>EIA –[Department]-[title]-[year/month/day]</b></i>
Development of L&D's own dedicated training venue(s) within HCC estate (HQ-23-2)	EIA – AHC – Learning and Development Venues – 21/08/19

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**EIA writer(s) and authoriser**

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Paul Castle	Adults Learning & Development	Business Development Manager	<a href="mailto:Paul.Castle@hants.gov.uk">Paul.Castle@hants.gov.uk</a>	0370 779 0794	19/08/2021	V1
2	EIA authoriser	Sarah Snowdon	AHC	Assistant Director Transformation & Digital	<a href="mailto:Sarah.snowdon@hants.gov.uk">Sarah.snowdon@hants.gov.uk</a>	01962 832480	19/08/2021	V1
3	EIA Coordinator	Ed Walton	AHC	Safeguarding & Governance Senior Officer	<a href="mailto:Ed.walton@hants.gov.uk">Ed.walton@hants.gov.uk</a>	01962 845880	19/08/2021	V1

**Section one – information about the service and service change**

<b>Service affected</b>	HQ – Learning & Development (L&D)
<b>Please provide a short description of the service / policy/project/project phase</b>	Opportunity for the L&D team to have dedicated training venue(s) in an effort to reduce expenditure on the use of external venues.

<p><b>Please explain the new/changed service/policy/project</b></p>	<p>Possible savings of approx. 50% of L&amp;D venue hire budget if one dedicated venue was available internally with priority use by L&amp;D.</p>
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

	No	
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

<b>Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative - low</b>	<b>Negative - Medium</b>	<b>Negative - High</b>	<b>Affects staff, public or both?</b>
<b>Age</b>		X				
<b>Disability</b>			X			
<b>Gender reassignment</b>		X				
<b>Pregnancy and maternity</b>		X				
<b>Race</b>		X				
<b>Religion or belief</b>		X				
<b>Sex</b>		X				
<b>Sexual orientation</b>		X				

<b>Marriage &amp; civil partnership</b>		X				
<b>Poverty</b>			X			
<b>Rurality</b>		X				

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	Yes
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	

Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Disability	New training venue once sourced may/may not provide desired level of disabled access.
Poverty	New location may equate to additional travel costs for staff either by public transport or increased parking costs.
Age; Gender reassignment; Pregnancy and maternity; Race; Religion or belief; Sex; Sexual orientation; Marriage and civil partnership; Rurality	Neutral – No other protected characteristics will be affected by the proposed changes. As done currently, any potential new venue for training will meet the requirements for inclusivity of all staff and attendees attending the training venues.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

Table 5 Consideration of and explanation for positive impacts

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:

- The policy, service review, scheme or practice may be paused or stopped
- The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
- Consider undertaking consultation/re-consulting.
- If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
- Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

Decision on the new venue(s) is yet to be made; the service is working with the internal corporate accommodation board to review possible options that both meet our requirement for a dedicated training venue with suitable facilities but also delivers on planned savings.

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

At this stage, given that no decision has been made on a venue, an update to the EIA may be required at a later date.



## Headquarters – Learning & Development

<b>Name of SP23 proposal:</b>	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA: <b><i>EIA – [Department]-[title]-[year/month/day]</i></b>
Learning & Development – Income Generation (HQ-23-3)	EIA-AHC-Income Generation-2021/08/19

### EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Paul Castle	AHC Learning & Development	Business Development Manager	<a href="mailto:Paul.Castle@hants.gov.uk">Paul.Castle@hants.gov.uk</a>	0370 779 0794	19/08/21	V1
2	EIA authoriser	Sarah Snowdon	AHC	Assistant Director Transformation & Digital	<a href="mailto:sarah.snowdon@hants.gov.uk">sarah.snowdon@hants.gov.uk</a>	01962 832480	19/08/21	V1
3	EIA Coordinator	Ed Walton	AHC	Safeguarding & Governance Senior Officer	<a href="mailto:Ed.walton@hants.gov.uk">Ed.walton@hants.gov.uk</a>	01962 845880	19/08/21	V1

**Section one – information about the service and service change**

<b>Service affected</b>	Learning & Development – Income Generation
<b>Please provide a short description of the service / policy/project/project phase</b>	Growing opportunities for increased income mainly through the launch of the team's external E-Learning platform.
<b>Please explain the new/changed service/policy/project</b>	Launch of a dedicated, external only, E-Learning platform. Customers will subscribe to the service for access to content.

**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

	No	
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council’s Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		X				
Disability		X				
Gender reassignment		X				

Pregnancy and maternity		X				
Race		X				
Religion or belief		X				
Sex		X				
Sexual orientation		X				
Marriage & civil partnership		X				
Poverty			X			
Rurality		X				

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Y
Basingstoke and Deane	

East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Poverty	If agreed there may be a future requirement for staff to travel outside of county to provide Face to Face to training. However full costs will be reimbursed.

Age; Disability; Gender reassignment; Pregnancy and maternity; Race; Religion or belief; Sex; Sexual orientation; Marriage and civil partnership; Rurality	Neutral – No other protected characteristics will be affected by the proposed changes. As done currently, any training will be designed to meet the requirements for inclusivity of all staff and attendees.
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For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

Agreements on Face-to-Face training and how this will be conducted are yet to be decided.

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

At this stage, given that no decision has been made on Face-to-Face training, an update to the EIA may be required at a later date as possibilities for additional income become clearer. This may include travel out of the county to conduct training at venues/providers.

## Headquarters – Technology Enabled Care

Name of SP23 proposal:

SP23 Opportunity Reference:

Please use this structure as a reference for your EIA:

***EIA –[Department]-[title]-  
[year/month/day]***



Headquarters - Technology Enabled Care (HQ-23-4)	EIA – AHC – TEC – 2021/08/19
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**EIA writer(s) and authoriser**

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Mark Allen	AHC	Head of TEC	<a href="mailto:Mark.allen@hants.gov.uk">Mark.allen@hants.gov.uk</a>	01962 845056	19/08/2021	V1
2	EIA authoriser	Sarah Snowdon	AHC	Assistant Director Transformation & Digital	<a href="mailto:Sarah.snowdon@hants.gov.uk">Sarah.snowdon@hants.gov.uk</a>	0370 779 0744	19/08/2021	V1
3	EIA Coordinator	Ed Walton	AHC	Safeguarding & Governance Senior Officer	<a href="mailto:Ed.walton@hants.gov.uk">Ed.walton@hants.gov.uk</a>	01962 845880	19/08/2021	V1

**Section one – information about the service and service change**

<b>Service affected</b>	<u>Technology Enabled Care (TEC)</u>
<b>Please provide a short description of the service / policy/project/project phase</b>	The Adults' Health and Care department currently provides TEC services to individuals who are referred via the Dementia Advisors service and pathway. These services are the provision of technological devices that support people in various ways that help them maintain independence. These can range from remote alarms to Amazon Echoes. These individuals fall outside our prime eligibility framework (those who have assessed care needs via a Care Act assessment).

<p><b>Please explain the new/changed service/policy/project</b></p>	<p>Our proposal is to seek funding from the NHS to cover this work as it primarily and substantially supports people who have a first diagnosis of Dementia and their carers. The impact is largely on reducing the call on health services in this early stage of Dementia. In addition, we will seek to develop and offer NHS services a falls prevention intervention utilising Care Technology as we have previously been able to demonstrate positive impacts on primary health care services and admissions to hospital due to repeated falls where individuals have been unable to raise help and/or support.</p> <p>If we are unable to attract appropriate funding arrangements from other sources, we will review the provision of services currently provided by Adults' Health and Care via the Dementia Pathway and assess whether ceasing the referrals via this route will realise the savings required.</p>
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**  
(Delete as appropriate)

	No	
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**Describe the consultation or engagement you have performed or are intending to perform.**  
Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council’s Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		X		X		Public
Disability		X		X		Public
Gender reassignment		X				Public

<b>Pregnancy and maternity</b>		X				Public
<b>Race</b>		X				Public
<b>Religion or belief</b>		X				Public
<b>Sex</b>		X				Public
<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>		X				Public
<b>Rurality</b>		X				Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

Area	Yes / no
All Hampshire	Yes
Basingstoke and Deane	

East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	
Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
Age	The assessment is neutral if we are able to source additional funding from the NHS as there would be no direct impact on service delivery. If, however, funding is not available then we would need to reduce the service. This would not impact on existing service users but would

	impact on future potential clients. These individuals would need to approach the NHS for services.
Disability	The assessment is neutral if we are able to source additional funding from the NHS as there would be no direct impact on service delivery. If, however, funding is not available then we would need to reduce the service. This would not impact on existing service users but would impact on future potential clients. These individuals would need to approach the NHS for services.
Gender reassignment	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.
Pregnancy and maternity	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.
Race	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.
Religion or belief	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.
Sex	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.
Sexual orientation	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.
Marriage & civil partnership	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.
Poverty	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.
Rurality	The assessment is neutral as there are no specific impacts for this protected characteristic beyond those for any individual.

**For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:**

**Table 4 Explanation and mitigation for medium and high impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having</b>	<b>Is there a Geographical impact? If so, please explain -use list below to</b>	<b>Short explanation of mitigating actions</b>
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	medium or high negative impact	identify geographical area(s)	
Age	If funding is not available, then we would need to reduce the service. This would not impact on existing service users but would impact on future potential clients. A significant proportion of people who are diagnosed with Dementia are older individuals. These individuals would need to approach the NHS for services.		We have initiated a dedicated programme to look at the opportunities to seek joint funding from the NHS for these services alongside a fall prevention initiative. Should this be successful it will mitigate the currently understood negative effects. Those service users who currently receive the service will continue to do so.
Disability	If funding is not available, then we would need to reduce the service. This would not impact on existing service users but would impact on future potential clients who are diagnosed with Dementia and require some level of support. These individuals would need to approach the NHS for services.		We have initiated a dedicated programme to look at the opportunities to seek joint funding from the NHS for these services alongside a fall prevention initiative. Should this be successful it will mitigate the currently understood negative effects. Those service users who currently receive the service will continue to do so.

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

**Box 2**

If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:



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### Headquarters –

<b>Name of SP23 proposal:</b>	<b>SP23 Opportunity Reference:</b> Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
Reduction in funding available for social inclusion services (homelessness support services) (HQ-23-6)	EIA-AHC-Social Inclusion-2021/08/19

### EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Sarah Jeffery	AHC	Commissioning officer	<a href="mailto:Sarah.jeffery@hants.gov.uk">Sarah.jeffery@hants.gov.uk</a>	07894417027	19/08/21	V1

## Adults' Health and Care EIAs

## Appendix 4

2	EIA authoriser	Sarah Snowdon	AHC	Assistant Director Transformation & Digital	<a href="mailto:Sarah.snowdon@hants.gov.uk">Sarah.snowdon@hants.gov.uk</a>	0370 779 0744	19/08/21	V1
3	EIA Coordinator	Gloria Kwaw	AHC	Equality and Inclusion Manager	<a href="mailto:Gloria.kwaw@hants.gov.uk">Gloria.kwaw@hants.gov.uk</a>	0370 779 4934	19/08/21	V1

### Section one – information about the service and service change

<b>Service affected.</b>	<u>Social Inclusion Services (Homelessness Support Services)</u>
<b>Please provide a short description of the service / policy/project/project phase</b>	<p>Social inclusion services provide housing related support for people who are sleeping rough or at high risk of sleeping rough. Services support people with mental health support needs, substance misuse issues and those with a history of offending.</p> <p>Housing related support is defined as help that develops or sustains an individual's capacity to live independently in accommodation. This includes support to understand and manage the rights and responsibilities of their tenancy, manage debt and budget effectively, better manage physical health, mental health and substance misuse, and access healthcare, specialist services and Education, Training and Employment (ETE) opportunities.</p> <p>Hampshire County Council currently funds support services for 190 homeless people living in accommodation based (supported housing) schemes.</p> <p>The County Council also funds community support for people who are homeless or at risk of homelessness who have complex and multiple needs and require support to access or maintain accommodation. Approximately 200 people use community support services at any one time.</p>

<p><b>Please explain the new/changed service/policy/project</b></p>	<p>A proposed reduction of £360k in the Adults' Health and Care budget available for these services resulting in fewer people being able to access support and an increased demand for homelessness services provided by district and borough councils.</p> <p>The statutory responsibility to prevent and relieve homelessness sits with the District and Borough councils, however Adults' Health and Care currently commission a range of accommodation based and community support services for people who are homeless.</p> <p>Whilst fewer people would be able to access the specialist services funded by Adults' Health and Care, these services would continue to be available for people who are homeless and may have eligible care and support needs as a result of mental health and/or substance misuse or other complex needs.</p>
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

		No, but is planned to be undertaken
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

The County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific 'stage 2' consultation will be carried out with stakeholders on the detailed options where required.

Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

The initial findings showed that the weight of opinion veered slightly towards disagreement with introducing new service charges, or reducing or changing services.

The respondents to the consultation were not representative of the people affected by changes to services with fewer responses from those in lower income groups or who recognise that they use Adults' Health and Care services. In addition, it was not possible to identify respondents to the consultation who may be homeless or at risk of homelessness. Therefore, if the decision is taken to continue to look at further service changes, there will need to be further in-depth 'stage 2' consultation with the public, service users and other stakeholders.

Once the initial findings from the budget consultation have been published, there will be extensive engagement with District and Borough councils and Health partners to review the future provision of these services and explore opportunities for pooled funding arrangements in recognition that these services cut across housing, social care, and health needs. Changes to services to achieve the proposed £360k reduction will be co-produced with District and Borough council partners.

It is also intended to engage and consult with other key stakeholders including Probation, the Office of the Police and Crime Commissioner, providers of services and the wider voluntary sector.

Service users will be consulted through both the completion of questionnaires and the opportunity to talk directly to County Council staff regarding the proposals.

In recognition of the complexity and importance of this area of work, we are also proposing to ask the Health and Adult Social Care Select Committee (HASC) to establish a working group to provide overview and scrutiny throughout the review period.

### **Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age		X				Public
Disability					X	Public
Gender reassignment		X				Public
Pregnancy and maternity		X				Public
Race		X				Public
Religion or belief		X				Public
Sex		X				Public

<b>Sexual orientation</b>		X				Public
<b>Marriage &amp; civil partnership</b>		X				Public
<b>Poverty</b>					X	Public
<b>Rurality</b>				X		Public

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	YES
Basingstoke and Deane	
East Hampshire	
Eastleigh	
Fareham	
Gosport	
Hart	

Havant	
New Forest	
Rushmoor	
Test Valley	
Winchester	

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact
<b>Age</b>	<p>Services support people aged between 18 and 64 and above where this is the most appropriate service to meet their needs. Data shows that a significant majority of service users (97%) are aged between 18 and 60. Whilst there are variations around the county, the data shows a fairly even spread within the 18 and 60 age bracket. The available data does not show a marked variation in age between the users of the different types of services.</p> <p>Access to services following the proposed reduction in budget would not be prevented on the basis of age.</p>
<b>Gender reassignment</b>	<p>Access to services following the proposed reduction in budget would not be prevented on the basis of gender reassignment and available data regarding use of services does not indicate that this group will be impacted by changes in this provision.</p>
<b>Pregnancy and maternity</b>	<p>Access to services following the proposed reduction in budget would not be prevented on the basis of pregnancy or maternity and available data regarding use of services does not indicate</p>

	that this group will be impacted by changes in this provision. Equalities data from 2020/21 will be used to further understand the current use of services.
<b>Race</b>	Access to services following the proposed reduction in budget would not be prevented on the basis of race. Equalities data from 2020/21 will be used to further understand the current use of services.
<b>Religion or belief</b>	Access to services following the proposed reduction in budget would not be prevented on the basis of religion or belief. Equalities data from 2020/21 will be used to further understand the current use of services.
<b>Sex</b>	All Homelessness Support services commissioned by the County Council are mixed gender. However, available data shows a variation in use of the different types of service. The majority of people using accommodation-based services are male whilst the majority of people using community support are female. Whilst access to services following the proposed reduction in budget would not be prevented on the basis of sex, an impact may be identified if one element of service provision is reduced more than another.
<b>Sexual orientation</b>	Access to services following the proposed reduction in budget would not be prevented on the basis of sexual orientation. Equalities data from 2020/21 will be used to further understand the current use of services.
<b>Marriage/civil partnership</b>	Access to services following the proposed reduction in budget would not be prevented on the basis of marriage/civil partnership. Equalities data from 2020/21 will be used to further understand the current use of services.

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

<b>Protected characteristic</b>	<b>Brief explanation of why this has been assessed as having medium or high negative impact</b>	<b>Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)</b>	<b>Short explanation of mitigating actions</b>



<p><b>Disability</b></p>	<p>In an analysis of client need completed in April 2020, it was found that over 60% of clients have mental health issues and more than 80% have substance misuse issues. A significant number also have poor physical health resulting from long term substance misuse and unmet health needs due to issues accessing services.</p> <p>A significant number of clients receive Employment Support Allowance (ESA) because of illness or disability.</p> <p>Service providers have supplied evidence that they are working with more people with complex and multiple needs. People with complex needs have a combination of mental health and drug and alcohol problems and possibly additional issues such as a learning or physical disability and offending behaviour.</p> <p>The proposed changes to services may mean that this group find it more challenging to access and maintain accommodation. This may result in an increase in homelessness and street homelessness, and associated health problems such as substance misuse and mental health issues.</p> <p>People who are homeless experience some of the worst health outcomes in England and die 30 years earlier than the general population. The average age of death for a man that is homeless is 47, and for a woman 43. Primary and</p>		<p>There will be extensive engagement with District council and Health partners to review the future provision of these services and explore opportunities for pooled funding arrangements in recognition that these services cut across housing, social care and health needs.</p> <p>Any proposed changes to services would ensure that provision focuses on meeting the needs of the most vulnerable clients with multiple and complex needs.</p> <p>The County Council would ensure that anybody affected by the proposals that may have eligible care and support needs as defined by the <i>Care Act 2014</i> can have their needs assessed by the County Council. Following assessment, they would be offered services to meet eligible needs or signposted to other community services.</p> <p>People with substance misuse issues can access support through the specialist substance misuse services commissioned by the County Council. Services can offer</p>
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	<p>secondary health services are difficult for homeless clients to access, and intensive support is often required to enable clients to engage with services to ensure that health needs are met.</p> <p>A reduction in services available for this client group may result in an increase in unmet health and social care needs and a subsequent increase in A&amp;E attendance, hospital admissions, and demand for adult social care services.</p>		<p>support through outreach and in partnership with other organisations to increase the uptake of the service offer by harder to reach client groups.</p> <p>Where people seek homelessness prevention or relief support from District and Borough councils, housing advisors can refer those with additional support needs to other County Council funded support services, including drug and alcohol services, Wellbeing Centres, and for assessment under the <i>Care Act 2014</i>.</p>
<p><b>Poverty</b></p>	<p>Available data shows that the majority of people using Homelessness Support services are in receipt of welfare benefits. Many clients come to the attention of services when they are facing eviction due to rent arrears.</p> <p>Homelessness Support services help people to access their full entitlement of benefits, attend appointments for benefit assessments and resolve issues with benefit claims. Service providers have reported an increase in the number of people requiring this type of support following the roll out of welfare reforms and increased sanctions. Services also help people budget on a low income, access debt advice and prioritise rent payments. Whilst alternative services are available, clients with complex</p>	<p>This will depend on how the reductions are made.</p>	<p>Any proposed changes to services would ensure that provision focuses on meeting the needs of the most vulnerable clients with multiple and complex needs.</p>

	<p>needs often need support to engage with more mainstream service offers or are excluded from these services due to behaviour or substance misuse.</p> <p>For those recovering from homelessness, support to access training courses, voluntary work, education, and employment is available. Pre-employment activities are provided to support vulnerable people who are not yet ready to engage with more mainstream employment support.</p> <p>The proposed changes would result in a reduction in the services available and may result in more people being unable to navigate the benefits system without support or being sanctioned. Subsequently, more people may become homeless as a result of non-payment of rent.</p>		
<p><b>Rurality</b></p>	<p>The reduction in community support may mean that people living in more rural areas could find it harder to access the support they need as most alternative services are in larger towns or cities. People who currently receive a visiting community support service may need to travel to get support from other services which they may not be able to do due to affordability or accessibility of public transport.</p>	<p>This will depend on how the reductions are made.</p>	

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce, or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

Whilst other sources of support are available, the vulnerability of some of the people who use services may mean that they do not seek or access the help they need to prevent homelessness. This could result in an increase in homelessness and street homelessness, and an increase in the number of people who subsequently require services from the District and Borough Councils.

In addition, other sources of support such as Community Mental Health Services have recently undergone changes with new contracts being issued in April 2021. Changes to Hampshire's Mental Health Accommodation and Support Services have also recently taken place. Substance misuse services are currently subject to consultation as part of the Transformation to 2021 programme, with outcomes currently unknown, therefore, identified mitigations such as use of these services may not be available pending the outcome of the consultation. Linked to this, the new Prison and Probation Service, Commissioned Rehabilitative Services are dependent on Local Authority Housing Stock to support those leaving prison, therefore reductions in these services could have a compound impact on these client groups.

Lastly, the Government's stay on evictions during the pandemic has recently ceased. It is anticipated that this will lead to a rise in evictions in a few months' time once the processes have been followed, which may see increased demand for services. Therefore, there is the potential for a higher number of people to be impacted by any changes to services.

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

## Care Governance and Quality Assurance

Name of SP23 proposal:	SP23 Opportunity Reference: Please use this structure as a reference for your EIA: <b><i>EIA –[Department]-[title]-[year/month/day]</i></b>
Care Governance and Quality Assurance Operating Model (GA-23-1)	EIA-AHC-Care Governance and Quality Assurance-2021/08/19

### EIA writer(s) and authoriser

No.		Name	Department	Position	Email address	Phone number	Date	Issue
1	Report Writer(s)	Philippa Mellish	AHC	Head of Care Governance & Quality Assurance	philippa.mellish@hants.gov.uk	0370 779 0652	19/08/2021	V1
2	EIA authoriser	Graham Allen	AHC	Director of Adult's Health & Care	<a href="mailto:Graham.allen@hants.gov.uk">Graham.allen@hants.gov.uk</a>	03707 795574	24/08/2021	V1
3	EIA Coordinator	Gloria Kwaw	AHC	Equality & Inclusion Manager	<a href="mailto:Gloria.kwaw@hants.gov.uk">Gloria.kwaw@hants.gov.uk</a>	03707 794934	19/08/2021	V1

Section one – information about the service and service change

<p><b>Service affected</b></p>	<p>Care Governance and Quality Assurance function</p> <p>All services within the Care Governance and Quality Assurance function will be included within the scope of the operating model review with the exception of Officers dedicated to support the Hampshire Safeguarding Adults Board (HSAB). This is because these posts are partnership funded and the level of resource needed to support the HSAB is subject to a resources review being overseen by the HSAB.</p> <p>The remaining teams that are within scope include:</p> <p>The Quality Team - responsible for monitoring the quality of provision across Hampshire's care market, proactively supporting providers to improve, working to prevent provider failure and coordinating the Department's response in the case of provider failure and market exit. The Team also oversee the development and implementation of the Department's Quality Assurance Framework and Care Governance Strategy, providing support and input to the Care Governance Board.</p> <p>The Customer Care Team - responsible for reporting, monitoring, responding to and learning from complaints. The team also coordinate and undertake review activity including records reviews, Critical Incident Reviews, Complex Complaint Investigations, Internal Management Reviews, Coroner's reports and Safeguarding Adult Reviews.</p> <p>Policy and Guidance Team - responsible for overseeing Departmental policies, procedures and guidance, ensuring the Department is kept abreast of, and responds effectively to, policy and legislative developments and managing the Department's work to advance inclusion and diversity, alongside the accessibility of services.</p>
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	<p>Risk and Information Governance Team - responsible for oversight and management of the Department's approach to risk, health and safety, business continuity and information governance.</p>
<p><b>Please provide a short description of the service / policy/project/project phase</b></p>	<p>This project is in its early, scoping phase. Its purpose is to review the Care Governance and Quality Assurance Operating Model with a view to identifying opportunities to reduce headcount through, for example, changing the way we work or revising the services and support provided to the Department and wider organisation.</p> <p>As the vast majority of the function's budget relates to pay costs, future savings will necessarily impact on members of the team. In so far as possible, efforts will be made to deliver savings through opportunities to rationalise resource through natural turnover - however, this will depend on the nature of roles and needs of the business.</p> <p>Detailed timings for the review and delivery of required savings have yet to be determined. Timings will take into account the fact that the function has recently concluded a restructure resulting in the deletion of four Safeguarding Administrative Officers to achieve savings under the Department's Transformation to 2019 Programme.</p>
<p><b>Please explain the new/changed service/policy/project</b></p>	<p>The Care Governance and Quality Assurance function is required to deliver a £200,000 saving contribution to the Department's Savings Programme to 2023 (SP23) target. It is expected that these savings will need to be achieved through a reduction in the function's headcount, although for completeness consideration will be given to any other opportunities (e.g., the potential to generate income or to reduce limited non-pay budgets). The detailed changes have yet to be determined and will be developed as part of the operating model review. It is anticipated that once detailed proposals are in place, a full EIA will be completed.</p> <p>The Care Governance and Quality Assurance function has recently completed a restructure and undergone a period of instability. With this in mind, planning has not yet commenced on the operating model review to inform required SP23 savings. As this</p>



	<p>work is progressed, options for achieving savings will be considered and detailed proposals developed. Whilst all possibilities will be explored, it is likely that the majority of savings will be delivered through revising the function's support offer in order to reduce the overall headcount. The equality impacts of all options considered will inform the final proposals which in turn, will be subject to a full EIA. This cannot be completed at this stage in a meaningful way as it is not yet clear which staff will be affected.</p>
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**Engagement and consultation**

The County Council's *Serving Hampshire Balancing the Budget* consultation (2021-2023) sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap. Where applicable, detailed proposals for making savings will be subject to further, more detailed 'stage two' consultation before any decisions on service specific changes are made.

**Has any pre-consultation engagement been carried out?**

(Delete as appropriate)

		<b>No, but is planned to be undertaken</b>
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**Describe the consultation or engagement you have performed or are intending to perform.**

Describe who was engaged or consulted. What was the outcome of the activity and how have the results influenced what you are doing? If no consultation or engagement is planned, please explain why.

No specific consultation has yet been carried out on this proposal – however, the County Council ran a major public consultation exercise over the Summer 2021 on a range of options for finding further budget savings including increasing Council Tax, using reserves and making changes to the way services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to the County Council's Cabinet in October 2021. When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required. Feedback from the budget consultation has been taken into consideration in shaping savings proposals where appropriate.

All staff impacted will be consulted, as appropriate, prior to any decision being made to restructure services in scope. As the function primarily serves the Department, and is not customer facing, it is not envisaged that more detailed, stage two consultation will be required in addition to the Budget consultation. Where there may be an impact on the function's support to providers, or on work with partners, further consultation and engagement will be planned.

**Section two: Assessment**

Carefully and consciously consider the impacts of the proposed change.

Consider at this point whether the assessment is of impacts on staff or service users. If it is both the impacts may be contradictory for each group (negative for staff but positive for customers, or vice versa). Consider completing two assessment tables (one for staff and one for customers) and providing one equality statement for both groups.

If the proposed change is expected to have a positive, neutral (no impact) or negative (low, medium or high) impact on people in the protected characteristics groups. Indicate the impact by entering the risk score in the relevant column in the table below, as shown in the example.

If an overview assessment of due regard is appropriate, please go to box 2.

**Table 1 Impact Assessment**

**This is an overview assessment – equality impacts are not yet known** The equality impacts of all options considered will inform the final proposals which in turn, will be subject to a full EIA. This cannot be completed at this stage in a meaningful way as it is not yet clear which staff will be affected.

Protected characteristic (see <a href="#">EIA Guidance</a> for considerations)	Positive	Neutral	Negative - low	Negative - Medium	Negative - High	Affects staff, public or both?
Age						
Disability						

<b>Gender reassignment</b>						
<b>Pregnancy and maternity</b>						
<b>Race</b>						
<b>Religion or belief</b>						
<b>Sex</b>						
<b>Sexual orientation</b>						
<b>Marriage &amp; civil partnership</b>						
<b>Poverty</b>						
<b>Rurality</b>						

**Table 2 Geographical impact**

Does the proposal impact on a specific area? Consider the [demographic data](#) of the locations.

<b>Area</b>	<b>Yes / no</b>
All Hampshire	n/a
Basingstoke and Deane	n/a

East Hampshire	n/a
Eastleigh	n/a
Fareham	n/a
Gosport	n/a
Hart	n/a
Havant	n/a
New Forest	n/a
Rushmoor	n/a
Test Valley	n/a
Winchester	n/a

**Section three: Equality Statement**

For all characteristics marked as either having a neutral or low negative impact, challenge your assessment - carefully consider the protected characteristics, if necessary, review the Inclusion and Diversity eLearning, discuss with an EIA co-ordinator.

**Table 3 Consideration of and explanation for neutral or low negative impacts**

Protected characteristic	Brief explanation of why this has been assessed as having neutral or low negative impact

For all characteristics marked as either having a 'medium negative' or 'high negative', please complete the following table:

**Table 4 Explanation and mitigation for medium and high impacts**

Protected characteristic	Brief explanation of why this has been assessed as having medium or high negative impact	Is there a Geographical impact? If so, please explain -use list below to identify geographical area(s)	Short explanation of mitigating actions

If you have specified mitigations as part of the assessment, now consider reviewing the impact severity/risk assessment.

For all characteristics marked as either having a positive impact please explain why here.

**Table 5 Consideration of and explanation for positive impacts**

Protected characteristic	Brief explanation of why this has been assessed as having positive impact

**Further actions and recommendations to consider:**

- If neutral or low negative impacts have been carefully considered and identified correctly, the activity is likely to proceed.
- If medium negative or high negative have been identified:
  - The policy, service review, scheme or practice may be paused or stopped
  - The policy, service review, scheme or practice can be changed to remove, reduce or mitigate against the negative impacts.
  - Consider undertaking consultation/re-consulting.
  - If all options have been considered carefully and there are no other proportionate ways to remove, reduce, or mitigate - explain and justify reasons why in the assessment.
  - Carry out a subsequent impact severity assessment following mitigating actions.

**Box 1 Please set out any additional information which you think is relevant to this impact assessment:**

**Box 2**

**If appropriate, (i.e., it is immediately evident that a full EIA is not necessary) please provide a short succinct assessment to show that due regard has been given and that there is no requirement for a full EIA:**

As explained above, until the work to create a new Operating Model is complete, it will not become apparent what equality impacts there are, as it is not known which staff will be affected. A full EIA will need to be done before decisions are taken about the implementation of a new Operating Model.