

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Adult Social Care Strategy 2015 - 2019
Department and section:	Adults & Communities
Name of lead officer/ job title and others completing this assessment:	Alison Maullin Strategic Planning Officer
Contact telephone numbers:	0116 3055604
Name of officer/s responsible for implementing this policy:	Jon Wilson Director, Adults & Communities
Date EHRIA assessment started:	01/05/2015
Date EHRIA assessment completed:	07/07/2015

Section 1: Defining the policy

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You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

1	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>The Adult Social Care Strategy 2015 - 2019 has been prepared to outline the vision and strategic direction of social care support for the next 4 years. The life of the strategy has been determined by matching to the life of the current Medium Term Financial Strategy (MTFS), in order for us to our meet financial targets and implement our new approach to adult social care.</p> <p>The need for a new strategy has arisen from new and updated legislation (e.g. the Care Act), increasing demographic pressures, ongoing budget cuts and plans for the integration of health and social care services. All of these factors will have a significant impact on our approach, and on how people are supported in the future.</p> <p>In order to meet our statutory and financial obligations we have developed a model which is a 'stepped' approach, designed to ensure that people can get the right level and type of support, at the right time to help prevent, delay or reduce the need for ongoing support, and maximise people's independence. The 'stepped' approach outlines how the Department can support people with different levels of need in order to:</p> <ul style="list-style-type: none">• prevent a need for social care (by making universal services eg advice and information, public health wellbeing initiatives available),• reduce the need for social care (through targeted interventions, eg social groups),• delay the need for social care (through reablement and rehabilitation services) and for those most in need,• meeting needs with the minimum amount of support by identifying and using a broad set of social resources as well as formal service provision, and through progressive planning. <p>The Care Act places new duties on the local authority in relation to assessment and support for carers, safeguarding, social care for people in prisons, and deferred payments for people entering residential care. Also, it is based upon an ethos of supporting people to be as independent as possible and promoting individual wellbeing and positive outcomes arising from interventions. The Strategy is based upon these values and principles, and outlines how we will focus on preventive services in order to avoid the development or deterioration of long-term conditions, expensive treatment and care options in the future, decreasing demand and freeing up resources for</p>
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	those who most need them.
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>The Strategy will relate to a number of other policies and strategies, and is linked to the following strategies/workstreams:</p> <ul style="list-style-type: none"> - Carers Strategy - Adult Social Care Commissioning Strategy - Medium Term Financial Strategy - Adult Social Care Workforce Strategy - Finance - Assessment, support planning and review - Resource allocation - Learning and Development - Compliance - Performance Management - Integration with health - Market shaping - Information and Advice
	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The potential impact is upon everyone living in Leicestershire with a need or potential need for social care support, with an aim of ensuring people can get the right level and type of support, at the right time to help prevent, delay or reduce the need for ongoing support, and maximise people's independence. This includes carers, people who do not meet social care eligibility criteria, and those who are self-funders.</p> <p>The intentions of the changes are to ensure that the new model of support can:</p> <ul style="list-style-type: none"> • Identify and effectively prioritise people who may require an intervention/ support; • Prevent escalation (increasing need) or a crisis, and maximise independence; • Provide services in the right place: at home, in the community, or in a specialist setting according to need, preference, and cost effectiveness; • Deliver the right support to prevent, reduce or delay need, without creating dependence, delivered by the right people with the right skills. <p>The focus is therefore on supporting people to achieve their outcomes, and to delivering only as much formal support as will enable them to do so, whilst</p>

	maximising informal support from families and communities.		
4	Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)		
		Yes	No
			How?
	Eliminate unlawful discrimination, harassment and victimisation	x	The strategy and delivery model focus on individual outcomes for each person and encompass the full range of need,
	Advance equality of opportunity between different groups	x	This is an holistic model which encompasses people who do not meet eligibility criteria. It is personalised and designed to meet individual needs, available to all regardless of any protected characteristics.
	Foster good relations between different groups	x	The model is based on inclusion, focussing on maximising family and community assets and supporting people to be part of a wider community network.

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

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The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2

A: Research and Consultation

5.	Have the target groups been consulted about the following? a) their current needs and aspirations and what is important to them; b) any potential impact of this change on them (positive and negative, intended and unintended); c) potential barriers they may face	Yes	No*
			x
			x
			x
6.	If the target groups have not been consulted directly, have representatives been consulted or research	x	

	explored (e.g. Equality Mapping)?		
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	x	
8.	<p>*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.</p> <p>There has already been extensive consultation in relation to preventative services, mental health services, and carers' services. Additionally workshops have taken place with service user, carer and provider representatives (July 2014, February 2015) to determine future priorities which are reflected in the new service model. Further workshops are planned, to be held on a quarterly basis to monitor progress.</p> <p>Central government consultation on the Care Act 2014 confirmed the focus on wellbeing and preventing, reducing and delaying needs together with the importance of personal outcomes. The Adult Social Care Strategy has been developed according to these principles.</p>		

Section 2

B: Monitoring Impact

9.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	x	
	b) enable open feedback and suggestions from different communities	x	

Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.

Section 2

C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	x		Older people make up the largest group of users of social care, and numbers are increasing. The Strategy aims to ensure

				that people who might not approach social care or are not eligible can still access support. Age-related conditions must be factored in when planning services (eg failing eyesight and higher incidence of dementia in older people, onset of psychosis in 16 -25 year old men, of depression in 40+ year old women, etc). Data available through JSNA and internal records must be fully utilised when planning services.
	Disability	x		All disability-related issues must be taken account of, for people with physical disability, sensory impairment, learning disability, and mental health conditions, when services are planned and commissioned. Attention should be paid to physical access, and format of information and advice.
	Gender Reassignment		x	
	Marriage and Civil Partnership		x	
	Pregnancy and Maternity		x	
	Race	x		The focus on achieving individual outcomes will support equality of service delivery. Ongoing monitoring is required to ensure that services are accessible and inclusive.
	Religion or Belief	x		As above
	Sex	x		As above
	Sexual Orientation	x		As above
	Other groups e.g. rural isolation,	x		Attention should be paid to physical access including the

	deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities			location of service provision, and the format of information and advice. Integration with health services will contribute to addressing health inequalities.
	Community Cohesion	x		The focus on maximising use of community resources should promote greater inclusion and community cohesion.
11.	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
	Part 1: The Convention- Rights and Freedoms			
	Article 2: Right to life	x		Safeguarding is likely to engage this article
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	x		The Strategy is underpinned by ASC duty to promote wellbeing and personal dignity
	Article 4: Right not to be subjected to slavery/ forced labour		x	
	Article 5: Right to liberty and security	x		Safeguarding will protect these rights
	Article 6: Right to a fair trial		x	
	Article 7: No punishment without law		x	
	Article 8: Right to respect for private and family life	x		ASC Strategy is focused on how to support people to remain independent in the setting of their choice
	Article 9: Right to freedom of thought, conscience and religion		x	
	Article 10: Right to freedom of expression		x	

	Article 11: Right to freedom of assembly and association		x	
	Article 12: Right to marry		x	
	Article 14: Right not to be discriminated against	x		The Strategy's values and principles are designed to ensure that no particular groups are intentionally or unintentionally excluded or disadvantaged from accessing or benefitting from them.
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment	x		Supporting people to remain independent in the setting of their choice supports this article, together with safeguarding policy
	Article 2: Right to education		x	
	Article 3: Right to free elections		x	
Section 2				
D: Decision				
12.	Is there evidence or any other reason to suggest that:		Yes	No
	a) this policy could have a different affect or adverse impact on any section of the community;			x
	b) any section of the community may face barriers in benefiting from the proposal			x
13.	Based on the answers to the questions above, what is the likely impact of this policy			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input checked="" type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website. Please send a copy of this form to louisa.jordan@leics.gov.uk, Members Secretariat, in the Chief Executive's department for publishing.

Section 4

A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening ☒

Equality and Human Rights Assessment Report ☐

1st Authorised Signature (EHRIA Lead Officer):

Date:

2nd Authorised Signature (DEG Chair):



Date: 08/07/2015