

# **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](mailto:equality@leics.gov.uk)

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

<b>Key Details</b>	
<b>Name of policy being assessed:</b>	Communities & Wellbeing Strategy 2018-22
<b>Department and section:</b>	Adults & Communities Communities & Wellbeing Service
<b>Name of lead officer/ job title and others completing this assessment:</b>	Linsey Vincent Project Manager Transformation Unit
<b>Contact telephone numbers:</b>	0116 2565155
<b>Name of officer/s responsible for implementing this policy:</b>	Nigel Thomas (Head of Service) Franne Wills (Head of Service)
<b>Date EHRIA assessment started:</b>	26 <sup>th</sup> October 2015
<b>Date EHRIA assessment completed:</b>	28 <sup>th</sup> June 2016

# Section 1: Defining the policy

## Section 1: Defining the policy

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><b>What is new or changed in this policy? <i>What has changed and why?</i></b></p> <p>The continuing financial challenges that Leicestershire County Council face mean that in order to deliver services within the budget available, the Communities and Wellbeing Service need to develop a strategy that will provide a framework in which to deliver its services with the allocated resources determined by the County's Medium Term Financial Strategy (MTFS)</p> <p>The (new) C&amp;W Strategy details the approach Leicestershire's Adults &amp; Communities Department's Community &amp; Wellbeing service will take to the delivery of its range of cultural, educational and support services from 2018. The services affected include:</p> <ul style="list-style-type: none"> <li>• Libraries</li> <li>• Museums and Heritage Sites</li> <li>• Records and Archives</li> <li>• Adult Education</li> <li>• Care Online</li> </ul> <p>The strategy identifies three strands of activity within its service offer:</p> <ul style="list-style-type: none"> <li>• Enabling and supporting communities;</li> <li>• Enabling access to services</li> <li>• Supporting key strategies in reducing and preventing need.</li> </ul>
2	<p><b>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></b></p> <p>The strategy that has been developed is consistent with the council's (draft) strategy for adult social care (The Adult Social Care Strategy – "Promoting Independence, Supporting Communities") which focuses on promoting independence and reducing demand for services by building social capital and access to universal services. This strategy identifies four ways of managing need, the C&amp;W strategy focuses on two of these:</p> <ul style="list-style-type: none"> <li>• Preventing Need</li> <li>• Delaying Need</li> </ul>

	<p>The strategy will also contribute to outcomes of other current local strategies including:</p> <ul style="list-style-type: none"> <li>Leicestershire County Council's Community Strategy</li> <li>Better Care Together</li> <li>The Joint Health and Wellbeing Strategy for Leicestershire</li> </ul> <p>The strategy takes into account legal and statutory requirements as well as the objectives of other local strategies and recognised best practice:</p> <ul style="list-style-type: none"> <li>There is a statutory duty to deliver a "comprehensive and efficient" "library service which it determines according to local need and analysis".</li> <li>There is a statutory duty to enable Adult Education</li> <li>There is a statutory duty to make provision to retain and make accessible the public record.</li> <li>There are legal requirements regarding the access to and care of accessioned museum collections.</li> </ul>														
<b>3</b>	<p><b>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</b></p> <p>Due to the universal nature of (some) of the services available via the C&amp;W Service all Leicestershire residents will be affected by the changes following the implementation of the strategy. In addition, the particular protected groups or communities who are able to access the targeted service offer could include:</p> <ul style="list-style-type: none"> <li>Children and young people</li> <li>People with learning disabilities</li> <li>Older People</li> <li>People with dementia</li> <li>People with mental ill health</li> <li>Prisoners and those in Young Offenders Institutions</li> </ul>														
<b>4</b>	<p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? <b>(Please tick and explain how)</b></p> <table border="1"> <thead> <tr> <th></th><th>Yes</th><th>No</th><th>How?</th></tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination, harassment and victimisation</td><td></td><td>X</td><td></td></tr> <tr> <td>Advance equality of opportunity between different groups</td><td>X</td><td></td><td>The C&amp;W service will enable access to range of services including libraries, museums and heritage sites, records and archives and Adult Education to all Leicestershire residents as part of its universal service offer. This will then be enhanced by a targeted service offer(s) linked to specific strategies to reduce/prevent need amongst particular groups. Without these targeted service</td></tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation		X		Advance equality of opportunity between different groups	X		The C&W service will enable access to range of services including libraries, museums and heritage sites, records and archives and Adult Education to all Leicestershire residents as part of its universal service offer. This will then be enhanced by a targeted service offer(s) linked to specific strategies to reduce/prevent need amongst particular groups. Without these targeted service
	Yes	No	How?												
Eliminate unlawful discrimination, harassment and victimisation		X													
Advance equality of opportunity between different groups	X		The C&W service will enable access to range of services including libraries, museums and heritage sites, records and archives and Adult Education to all Leicestershire residents as part of its universal service offer. This will then be enhanced by a targeted service offer(s) linked to specific strategies to reduce/prevent need amongst particular groups. Without these targeted service												

				offer(s) these groups may not otherwise be able to access these services.
	Foster good relations between different groups	X		The C&W universal service offer will be available to all Leicestershire residents thereby attracting people from different communities and groups to the opportunities offered by the service.

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

### Section 2: Equality and Human Rights Impact Assessment Screening

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?	Yes	No*
	a) their current needs and aspirations and what is important to them;		X
	b) any potential impact of this change on them (positive and negative, intended and unintended);		X
	c) potential barriers they may face		X
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		X
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		X
8.	*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.		
	A report regarding the (draft) strategy will be taken to Cabinet in January 2016 requesting permission to commence a three month period of consultation/engagement with a range of stakeholders including:		

	<ul style="list-style-type: none"> <li>Leicestershire residents</li> <li>C&amp;W Staff</li> <li>Partner organisations (Health, Districts &amp; Boroughs, other LCC departments, etc.)</li> <li>Target groups (e.g. children and young people)</li> <li>Other service providers (e.g. community managed libraries, community museums, etc.)</li> </ul> <p>The outcomes of this consultation will then be reported back to Cabinet in Summer 2016 and will inform the final version of the strategy that is <b>published</b> and its subsequent implementation.</p>
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## 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.**

- a) A full EHRIA report will be completed following consultation, taking account of impacts identified in feedback along with data from other sources within the services. An Equalities Improvement Plan will be produced as part of this exercise, identifying actions required to address any discrimination and reviewing their outcomes and effectiveness at an appropriate later date.
- b) All users of C&W services and other stakeholders are able to submit complaints, commendations and comments either via the council's generic process or directly to the service. This is a method by which users can notify the council of impacts.

## Section 2

### C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' <a href="#">protected characteristics</a> ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	X		Analysis of library user data and responses to recent consultation regarding library services indicate that 33% of all library users (static and mobile libraries) are aged 0-17. In comparison 15% of all library

			<p>users are aged 65 plus. However, this figures increases to 30% for mobile libraries only. Therefore, consultation/engagement regarding the draft strategy should include some focused activity with these groups.</p> <p>As part of the work to support key strategies targeted service offers, programmes of services, activities and opportunities for specific age groups are likely to be developed and provided.</p> <p>Attention should be paid across all areas of the service to issues of physical access, and formatting of information and other materials.</p>
	<b>Disability</b>	<b>X</b>	<p>All disability-related issues (physical disability, sensory impairment, learning disability and mental health conditions) must be taken account of in the planning and provision of both the universal and targeted service offers.</p> <p>As part of the work to support key strategies programmes of services, activities and opportunities for people with a specific disabilities, impairments or health conditions may be developed and provided.</p> <p>Attention should be paid across all areas of the service to issues of physical access, and formatting of information and other materials.</p>
	<b>Gender Reassignment</b>		<b>X</b> No disadvantage identified
	<b>Marriage and Civil Partnership</b>		<b>X</b> No disadvantage identified
	<b>Pregnancy and Maternity</b>	<b>X</b>	C&W services provide a useful information point for women in pregnancy and during maternity.

			<p>Although this type of information may be provided elsewhere e.g. GP surgeries, pregnancy/maternity services.</p> <p>As part of the work to support key strategies programmes of services, activities and opportunities for women and their partners during pregnancy/maternity may be developed and provided.</p>
	<b>Race</b>	<b>X</b>	<p>The C&amp;W Service is committed to providing culturally and racially appropriate services across its entirety.</p> <p>As part of the work to support key strategies programmes of services, activities and opportunities for those of particular race(s) may be developed and provided.</p>
	<b>Religion or Belief</b>	<b>X</b>	<p>The C&amp;W Service is committed to providing services across its entirety appropriate to those of all religions and beliefs.</p> <p>As part of the work to support key strategies programmes of services, activities and opportunities for those following a particular religion or belief may be developed and provided.</p>
	<b>Sex</b>	<b>X</b>	<p>Analysis of library user data shows that 59% of all library users (static and mobile libraries) are female and 41% are male.</p> <p>In comparison 77% of respondents to a recent consultation regarding the mobile library service were female. Therefore, it may be useful for the consultation/engagement regarding the draft strategy to include some focused activity to maximise responses from male</p>

				stakeholders/service users.
	<b>Sexual Orientation</b>	<b>X</b>		<p>The C&amp;W Service is committed to providing services across its entirety appropriate to those of all sexual orientations.</p> <p>As part of the work to support key strategies programmes of services, activities and opportunities for those of a particular sexual orientation may be developed and provided.</p>
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	<b>X</b>		<p>As part of the work to support key strategies programmes of services, activities and opportunities for those of other groups may be developed and provided.</p> <p>Potentially these could include those at risk of rural isolation, deprived or disadvantaged communities, those with particular health conditions and carers.</p>
	<b>Community Cohesion</b>	<b>X</b>		<p>C&amp;W service provide opportunities for individuals, groups and communities to come together to share experiences and learn from each other. These types of cultural activities enable people to find out about themselves and where they have come from as well as leading to greater understanding of other groups and communities. Thereby enhancing people's quality of life by developing their sense of belonging and by bringing communities together and making them stronger.</p>
<b>11.</b>	<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? <b>(Please tick)</b></p> <p>Explain why you consider that any particular <a href="#">article in the Human Rights Act</a> may apply to your policy/ practice/ function or procedure and how the human rights of</p>			



individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]			
	<b>Yes</b>	<b>No</b>	<b>Comments</b>
<b>Part 1: The Convention- Rights and Freedoms</b>			
<b>Article 2: Right to life</b>		X	
<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>		X	
<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		X	
<b>Article 5: Right to liberty and security</b>		X	
<b>Article 6: Right to a fair trial</b>		X	
<b>Article 7: No punishment without law</b>		X	
<b>Article 8: Right to respect for private and family life</b>	X		C&W services are an important source of information, knowledge and opportunities to assist some people (e.g. in low income households) to enjoy a similar quality of home life to more wealthy neighbours.
<b>Article 9: Right to freedom of thought, conscience and religion</b>	X		C&W services are an important source of Impartial information which may be difficult to obtain elsewhere, e.g. concerning legal rights for minority cultures and religions.
<b>Article 10: Right to freedom of expression</b>		X	
<b>Article 11: Right to freedom of assembly and association</b>		X	
<b>Article 12: Right to marry</b>		X	
<b>Article 14: Right not to be discriminated against</b>		X	
<b>Part 2: The First Protocol</b>			
<b>Article 1: Protection of property/ peaceful enjoyment</b>		X	
<b>Article 2: Right to education</b>		X	
<b>Article 3: Right to free elections</b>		X	

Section 2 D: Decision				
12.	Is there evidence or any other reason to suggest that:	Yes	No	Unknown
	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 type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</b>				
14.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

## Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

**Option 1:** If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 7 of this document to complete.

**Option 2:** If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 14 of this document to complete.

## Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

### Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to 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.

### Section 3

#### A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

15. Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you now explored the following and what does this information/data tell you about each of the diverse groups?
- a) current needs and aspirations and what is important to individuals and community groups (including human rights);
  - b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);
  - c) likely barriers that individuals and community groups may face (including human rights)

A full public consultation exercise took place between 8<sup>th</sup> February and 2<sup>nd</sup> May 2016, to seek views from all stakeholders on the draft strategy for the Communities & Wellbeing Service 2016-20. From the outcomes of this, a plan to deliver the aims and objectives of the strategy will be developed and implemented.

The consultation gathered views from a range of stakeholders (including residents, staff, users of C&W services, local businesses, education establishments, partner and national organisations) in a variety of ways. These included:

- an online survey (also available in a paper format)
- generic and targeted stakeholder events
- staff workshops

In order to make the consultation process open and inclusive and to reduce any barriers to participation a number of actions were taken:

- Paper copies of the survey (including an information booklet) were freely available at all C&W venues including libraries (council and community managed libraries), museums and heritage sites, the Records Office, an on request by contacting the council.
- An easy read version of the survey was made available to download from the council's website.
- Braille versions of the survey were provided to those users of the service known to have a visual impairment.
- A telephone helpline and email address was provided for anyone requesting a copy of the survey in an alternative format, wanting further information about the consultation/draft strategy or requiring any assistance to complete the survey.
- Members of the public could also seek further information or assistance in complete the survey from staff at the various C&W venues.

During the consultation period a total of 797 completed surveys were received. Of these 76% were from Leicestershire residents and 13% were from staff in the C&W service.

In addition 37 people attended the stakeholder events and 11 people attended the public stakeholder event.

Of the people who returned a completed survey:

- 62% were female and 38% were male,
- 23% of all respondents stated that they cared for a young person aged under 17,
- 12% stated that they cared for another adult.
- 23% of respondents described themselves as having a long standing illness or disability.
- The ethnic breakdown of respondents was 95% white, 3% mixed, 2% Asian/Asian British.

The key findings/themes from the survey were:

- People place a high value on the different services provided by the Service. Libraries, museums and heritage services were valued (a great deal or to some extent) by 96% and 80% of respondents respectively.
- Despite low levels of reported usage Care Online, Creative Learning Service and Creative Leicestershire were valued (a great deal or to some extent) by 48-58% of respondents.
- The majority of respondents (63%) agreed with the key design principles of the strategy
- 46% of respondents agreed with the strategic approach outlined in paragraph 29 with 35% disagreeing. The main areas of concern were associated with the capacity of communities to take a leading role in the design and delivery of services and the impact of the shift from employed staff.
- Appropriate use of technology was seen as a way of developing services, but it was recognised that this may present barriers to some groups in accessing services.
- Partnership working with other services and organisations was recognised as being important if services were to be sustained.

- There were low levels of support (less than 25%) for reducing the network of venues and opening hours.
- Supporting children's learning, supporting vulnerable people and promoting the value of reading were identified as key areas of targeted activity. Whilst developing digital services and contributing to the local economy were identified as the least important. In addition, the need to undertake further work to clearly define how services might be targeted and to whom was commented on.
- There was some acceptance that some services may need to be charged for.

The feedback from stakeholder events was broadly consistent with the survey responses above (i.e. concerns relating to volunteers, digitisation, reductions in venues and opening hours and a need to prioritise services for children and vulnerable people).

Individual responses were also received from other stakeholders including Friends of Records Office of Leicester, Leicestershire and Rutland (ROLLR), Market Bosworth Parish Council, Hinckley & Bosworth Borough Council, Harborough District Council, Charnwood Borough Council, Adults & Communities Department Service Leadership Team (SLT) and Leicestershire Rural Partnership. These responses highlight:

- The contribution made by the Service to a range of other agendas including prevention, social isolation, employability, advice and information.
- The need to base any decisions regarding changes to services on sound evidence;
- Concerns about the potential impacts of digitisation of services on particular groups;
- The value of libraries, museums and heritage venues to partner organisations including borough, district and parish councils.

The consultation responses give officers a steer in identifying and investigating options when developing the Strategy's implementation plan. Initial work to develop the plan has identified four potential workstreams and their deliverables:

- Digital and Online Operations including RIFD kiosk replacement, self-service access libraries, e-loans and a digital support offer.
- Venue Operations including the development and implementation of a defined service model and supporting business plan for each service venue.
- Targeted Services Review including the assessment of the targeted services against clearly defined criteria, where appropriate the development of eligibility criteria and processes for future service commissioning.
- Service Redesign/Restructure – including the delivery of a redesigned Service structure and associated Workforce Strategy.

A separate EHRIA will be undertaken for each deliverable to determine if any specific issues are identified, with attention to the key themes identified in consultation.

<b>16.</b>	Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?
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No further research or data collection is required in relation to the strategy. Instead further work will be required and undertaken in relation to each specific workstream

and/or deliverable to enable the strategy's implementation.

When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.

- |            |   |
|------------|---|
| <b>17.</b> | Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> does this consultation tell you about each of the diverse groups? |
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This is outlined in paragraph 15 above.

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|------------|---|
| <b>18.</b> | Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups? |
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No further work has been identified following consultation, but see comment at the end of paragraph 15 regarding changes to provision arising from the Strategy.

### Section 3

#### B: Recognised Impact

- |            |   |
|------------|---|
| <b>19.</b> | Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face. |
|------------|---|

Comments	
<b>Age</b>	The intention of the C&W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents

		<p>regardless of their age.</p> <p>However, it is recognised that specific deliverables/actions that are required to implement the strategy may have a greater impact on certain age groups in particular older people (i.e. over 65s), young people and children (i.e. under 18s).</p> <p>For example, the increased digitisation of services may have a negative impact on older people who may be less likely to have access to the internet and/or have the necessary digital skills to make use of these services or who may be at risk of becoming socially isolated.</p> <p>The consultation responses also show that supporting children's learning and supporting vulnerable people are identified as key areas of targeted activity.</p> <p>These impacts and mitigating actions to address these will be detailed in separate EHRIAs.</p>
	<b>Disability</b>	<p>The intention of the C&amp;W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents regardless of disability.</p> <p>However, it is recognised that specific deliverables/actions that are required to implement the strategy may have a greater impact on those with a disability.</p> <p>For example, work to review and potentially remodel the Care Online service which provides vulnerable adults and older people in the community with help to use IT equipment and access the internet may have a disproportionate impact on those with disabilities.</p> <p>These impacts and mitigating actions to address these will be detailed in separate EHRIAs.</p>
	<b>Gender Reassignment</b>	<p>The intention of the C&amp;W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents regardless of gender reassignment status.</p> <p>However, any impacts on this group and the mitigating actions to address these will be considered in separate EHRIAs for each of specific deliverables/actions that are required to implement the strategy.</p>

	<b>Marriage and Civil Partnership</b>	The intention of the C&W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents regardless of marital/civil partnership status. However, any impacts on this group and the mitigating actions to address these will be considered in separate EHRIAs for each of specific deliverables/actions that are required to implement the strategy.
	<b>Pregnancy and Maternity</b>	The intention of the C&W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents regardless of whether they are pregnant or have recently had a child. However, any impacts on this group and the mitigating actions to address these will be considered in separate EHRIAs for each of specific deliverables/actions that are required to implement the strategy.
	<b>Race</b>	The intention of the C&W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents regardless of their race. However, it is recognised that specific deliverables/actions that are required to implement the strategy may have a greater impact on those of a particular race(s). For example, work to increase online borrowing will need to ensure that racially appropriate and/or alternative language books/resources are available. These impacts and their mitigating actions to address these will be detailed in separate EHRIAs.
	<b>Religion or Belief</b>	The intention of the C&W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents regardless of their religion. However, it is recognised that specific deliverables/actions that are required to implement the strategy may have a greater impact on those of a particular religion. For example, work to review service opening hours may need to consider days/times of



		religious observance which may impact on an individual's ability to access services. These impacts and their mitigating actions to address these will be detailed in separate EHRIAs.
	<b>Sex</b>	The intention of the C&W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents regardless of their sex. However, any impacts on those of a particular gender and the mitigating actions to address these will be considered in separate EHRIAs for each of specific deliverables/actions that are required to implement the strategy.
	<b>Sexual Orientation</b>	The intention of the C&W strategy is to ensure that in future, services are provided which continue to meet statutory and legal requirements and are accessible to residents regardless of their sex. However, any impacts on those of a particular sexual orientation and the mitigating actions to address these will be considered in separate EHRIAs for each of specific deliverables/actions that are required to implement the strategy.
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	Separate EHRIAs will be completed for each of the specific deliverables/actions required to implement the strategy and these may identify impacts for other groups and the mitigating actions to address these.
	<b>Community Cohesion</b>	One of the key aspects of the C&W strategy's delivery is to enable and support communities to become self-supporting and co-design and co-develop services as equal partners with the council. Specific actions/deliverables to achieve this will be subject to separate EHRIAs
<b>20.</b>	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics?	
		<b>Comments</b>

<b>Part 1: The Convention- Rights and Freedoms</b>		
<b>Article 2: Right to life</b>	All C&W services/venues are expected to identify any risks to service users and professionals and to have Health & Safety, safeguarding and whistleblowing policies and procedures in place.	
<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	Any services that the C&W Service subsequently commission will be expected to meet the required standards and will be subject to compliance/performance monitoring checks to ensure that standards and good practice are maintained.	
<b>Article 4: Right not to be subjected to slavery/ forced labour</b>	n/a	
<b>Article 5: Right to liberty and security</b>	n/a	
<b>Article 6: Right to a fair trial</b>	All service users will be made aware of complaints procedures and the right to have decisions reconsidered.	
<b>Article 7: No punishment without law</b>	n/a	
<b>Article 8: Right to respect for private and family life</b>	All C&W services are expected to respect the privacy and maintain the dignity of their service users/customers. In addition, C&W services will continue to provide information, knowledge and opportunities to assist people to maximise their potential.	
<b>Article 9: Right to freedom of thought, conscience and religion</b>	C&W services will continue to provide and signpost users impartial information which may be difficult to obtain elsewhere, e.g. concerning legal rights for minority cultures and religions.	
<b>Article 10: Right to freedom of expression</b>		
<b>Article 11: Right to freedom of assembly and association</b>		
<b>Article 12: Right to marry</b>		
<b>Article 14: Right not to be discriminated against</b>	The C&W Strategy is expected to be implemented without direct or indirect discrimination of any kind to service users and staff in relation to the HRA article protections.	
<b>Part 2: The First Protocol</b>		

	<b>Article 1: Protection of property/ peaceful enjoyment</b>	
	<b>Article 2: Right to education</b>	
	<b>Article 3: Right to free elections</b>	
<b>Section 3</b>		
<b>C: Mitigating and Assessing the Impact</b>		
Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.		
<b>21.</b>	If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons.	
<p>There are potentially adverse impacts, as reflected above in the concerns raised in consultation. These are addressed in the Equalities Improvement Plan (EIP) at Section 3F below.</p>		
<p>N.B.</p> <p>i) If you have identified adverse impact or discrimination that is <u>illegal</u>, you are required to take action to remedy this immediately.</p> <p>ii) If you have identified adverse impact or discrimination that is <u>justifiable or legitimate</u>, you will need to consider what actions can be taken to mitigate its effect on those groups of people.</p>		
<b>22.</b>	<p>Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <ul style="list-style-type: none"> <li>a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination</li> <li>b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed</li> <li>c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why</li> </ul>	

The concerns raised during consultation are of a kind that have been encountered within the service previously and are addressed in the EIP. There is no identified need for further research at this stage, but this will be considered as future services are reviewed in the context of this strategy.

### Section 3

#### D: Making a decision

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| <b>23.</b> | Summarise your findings and give an overview as to whether the policy will meet Leicestershire County Council's responsibilities in relation to equality, diversity, community cohesion and human rights. |
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The approach detailed in the C&W Strategy will allow the service to continue to meet its statutory and legal requirements in response to decreasing resources and the changing expectations of service users.

The service will do this by continuing to build on work to support communities to manage and make use of resources and collections held by the council, using resources to make communities more resilient and self-supporting, to work with partner organisations to enhance and improve health and social care, economic development learning and skills and thereby enable individuals to maximise their potential.

This strategy meets Leicestershire County council's responsibilities in relation to equality, diversity, community cohesion and human rights, subject to satisfactory outcomes as listed in the EIP below.

### Section 3

#### E: Monitoring, evaluation & review of your policy

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| <b>24.</b> | Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact? |
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The EIP will be reviewed at appropriate intervals to assess the effectiveness of the identified actions and set further actions as necessary.

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| <b>25.</b> | How will the recommendations of this assessment be built into wider planning and review processes?<br><i>e.g. policy reviews, annual plans and use of performance management systems</i> |
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As this EHRIA concerns an overarching strategy, its findings will influence the future development of C & W services and EHRIAs for these services will be guided by the EIP findings

**Section 3:**  
**F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when
Reduce the likelihood of service removal, particularly in remote areas, caused by dwindling budgets and affecting vulnerable communities.	Provide appropriate and adequate professional resources to support the capacity of communities to take a leading role in the design and delivery of services and reduce any potentially negative impact of the shift from employed staff	To preserve the availability of good quality and accessible services across the county	Franne Wills & Nigel Thomas	May 2017
Ensure that services continue to be accessible and available to all protected groups who need and wish to use them, as technology adopted for service delivery becomes more advanced.	As new methods of delivery are introduced, they will be appraised in accordance with the findings of this EHRIA, taking account of the concerns raised in this respect during consultation.	To ensure that there is no loss of accessibility for the vulnerable groups identified, principally but not exclusively, some older and disabled people.	Franne Wills & Nigel Thomas	May 2017

Ensure that the findings of this EHRIA are observed in subsequent service reviews and development, in the interests of mitigating any disadvantages to protected groups.	A separate EHRIA will be undertaken for each deliverable to ensure that service-specific issues are identified.	<p>Preserve availability and accessibility of future services.</p> <p>Target groups of particular concern are:</p> <ul style="list-style-type: none"> <li>• <i>Older people</i></li> <li>• <i>Disabled people (particularly those with learning disabilities and mobility difficulties)</i></li> <li>• <i>Young readers</i></li> </ul>	Franne Wills & Nigel Thomas	May 2017
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## 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.

### 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** ☒

1<sup>st</sup> Authorised Signature (EHRIA Lead Officer): ...

Date:

2<sup>nd</sup> Authorised Signature (DEG Chair): 

Date: 04<sup>th</sup> July 2016