

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:	Temporary Relocation and Options Appraisal for Reprovision of Older People's Community Life Choices (CLC) Service at The Limes, Hinckley.
Department and section:	Adults & Communities Personal Care & Support
Name of lead officer/ job title and others completing this assessment:	Linsey Vincent Project Manager Transformation Unit
Contact telephone numbers:	0116 3056155
Name of officer/s responsible for implementing this policy:	Claire Jones Head of Service – In House Services Personal Care & Support Adults & Communities Department
Date EHRIA assessment started:	27 th April 2015
Date EHRIA assessment completed:	02 nd September 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 older people's CLC service in Hinckley currently operates from The Limes, a residential home, in Hinckley. The service has 12 current service users with a maximum daily attendance of six service users. The most common reasons for attendance at the service are to prevent social isolation and/or carer strain or to address issues arising from diagnosis of dementia or Alzheimer's.</p> <p>The Limes was previously operated by the Council but was transferred (with eight other older persons residential homes) to Leicestershire County Care Limited (LCCL) in September 2012. Since the transfer, the CLC service has continued to operate at The Limes under a lease agreement with LCCL. This lease is due to end on 28th September 2015 and LCCL have indicated that they are not prepared to continue letting the building to LCC or any other provider or to negotiate a new lease.</p> <p>However given the timescale for vacating The Limes it will not be possible for any new alternative service to be operational by this date. Therefore, work will be undertaken to:</p> <ul style="list-style-type: none"> • Temporarily relocate service users and staff from the Community Life Choices (CLC) service at The Limes, Hinckley • Identify suitable alternative CLC service provision for older people in the Hinckley area
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> <ul style="list-style-type: none"> • Community Life Choices (CLC) Policy & Guidance <p>The identification of suitable alternative CLC service provision will also relate to the following documents that are to drafted by Summer 2015:</p> <ul style="list-style-type: none"> • Adult Social Care (ASC) Strategy for LCC • High Level LCC ASC Strategy for Better Care Together (BCT) • LCC ASC Commissioning Strategy
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p>

	<ul style="list-style-type: none"> • Current Service Users – to transfer to alternative CLC or other appropriate services. • Relatives/Carers – changes arising from their relative/person cared for transferring to an alternative CLC or other service (e.g. changes in days/times of attendance). • Staff – change of employment location as a result of temporary redeployment to other LCC in house services and outcomes of consultation regarding future CLC services for older people. • Local Population (including those with protected characteristics) – future availability of CLC services for older people 			
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		Any alternative service provision, either for current service users or for the Hinckley area generally, will be required to continue to promote inclusion by providing older people with a personalised service.
	Advance equality of opportunity between different groups	X		Any alternative service provision, either for current service users or for the Hinckley area generally, will be required to continue to promote inclusion by providing older people with a personalised service.
	Foster good relations between different groups			

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?	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.		
	<ul style="list-style-type: none"> • Communication Plans will be drafted for current service users, their relatives/carers and staff and appropriately implemented. • As part of these plans, meetings to inform staff and service users, their relatives and carers are scheduled to take place on 9th June 2015. • The alternative provision for current users of the CLC service at The Limes will be identified following an assessment which will consider the individual's needs, outcomes and wellbeing. Having completed the assessment, it will then be agreed with the individual and their carer how their needs will be met. This could be by the Council or they could arrange alternative services themselves (this might apply to a person who is funding their own care). • The assessment and decisions regarding future service delivery will be appropriately documented and a transition plan agreed with service users, their relatives and/or carers. • Having identified potential options for CLC provision for older people in the Hinckley area decision will be sought from the Cabinet is to commence a public consultation. This consultation would be likely to include: <ul style="list-style-type: none"> • On-line questionnaire open and available to the general public of Leicestershire on the LCC website, • Public consultation meetings in the Hinckley area • Targeted consultation events for service users, relatives, carers, staff and other affected stakeholders. 		

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 potentially be affected by this policy and describe any positive and negative impacts, including any barriers.

	Yes	No	Comments
Age	X		<p>The service at The Limes currently has 12 service users who are all older people.</p> <p>As the service is specifically for eligible older people with disabilities any consultation activity regarding future provision should target older people, their relatives/carers or other stakeholders who represent their needs.</p> <p>Consultation events must be accessible for older people or their carers, e.g.</p> <ul style="list-style-type: none">• Accessible venues;• Proximity to public transport and/or disabled car parking;• Avoid clashes with delivery of social care services, medical appointments and caring responsibilities
Disability	X		<p>The current service users at The Limes all experience some level of physical disability (e.g. mobility) or have mental health needs (e.g. dementia or Alzheimer's).</p>

			<p>As the service is specifically for eligible older people with disabilities any consultation activity regarding future provision should target older people, their relatives/carers or other stakeholders who represent their needs.</p> <p>Any written materials (including consultation documents, website information, etc.) must be accessible for those with disabilities/sensory impairments, e.g. Easy Read or large print.</p> <p>Consultation events must be accessible for people with disabilities or their carers, e.g.</p> <ul style="list-style-type: none"> • Accessible venues; • Proximity to public transport and/or disabled car parking; • Avoid clashes with delivery of social care services, medical appointments and caring responsibilities
	Gender Reassignment	X	<p>The current and any future services would be available to all eligible individuals regardless of gender reassignment issues. However, this may impact on the individual's care needs and preferences regarding CLC services or how they choose to engage in any consultation</p>
	Marriage and Civil Partnership	X	<p>The current and any future services would be available to all eligible individuals regardless of marriage or civil partnership issues. However, this may impact on the individual's care needs and preferences regarding CLC services.</p>
	Pregnancy and Maternity	X	<p>The services affected are specifically for older people it is very unlikely that pregnancy and maternity issues will be of concern. However, consultation events must be accessible, e.g.:</p> <ul style="list-style-type: none"> • Accessible venues; • Proximity to public transport

				<p>and/or appropriate car parking;</p> <ul style="list-style-type: none"> • Avoid clashes with delivery of medical appointments and childcare responsibilities
	Race	X		<p>The current and any future services would be available to all eligible individuals regardless of their race. However, this may impact on the individual's care needs and preferences regarding CLC services or how they choose to engage in any consultation.</p> <p>Consultation events and documents must be accessible, e.g.</p> <ul style="list-style-type: none"> • Accessible venues close to affected populations; • Provision of translated consultation documents and other relevant material. • Avoid clashes with culturally specific holidays, festivals, events.
	Religion or Belief	X		<p>The current and any future services would be available to all eligible individuals regardless of religion. However, this may impact on the individual's care needs and preferences regarding CLC services.</p> <p>Consultation events and documents must be accessible, e.g.</p> <ul style="list-style-type: none"> • Accessible venues close to affected populations; • Avoid clashes with religious holidays, festivals, events.
	Sex	X		<p>The service at The Limes currently has 12 service users all of which 8 are female and 4 are male.</p> <p>The current and any future services would be available to all eligible individuals regardless of their sex. However, this may impact on the individual's care</p>

				needs and preferences regarding CLC services and how they choose to engage in any consultation (e.g. preference for single sex consultation events).
	Sexual Orientation	X		The current and any future services would be available to all eligible individuals regardless of their sexual orientation. However, this may impact on the individual's care needs and preferences regarding CLC services and how they choose to engage in any consultation.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X		<p>Carers & Social Isolation</p> <p>The services affected are commonly provided to prevent carer strain and/or social isolation, therefore separate communication plans should be drafted for carers and appropriately implemented.</p> <p>Any future consultation activity should target carers, those at risk of social isolation or other stakeholders who represent their needs.</p> <p>Consultation events must be accessible for carers those at risk of social isolation e.g.</p> <ul style="list-style-type: none"> • Accessible venues; • Proximity to public transport and/or disabled car parking; • Avoid clashes with delivery of social care services, medical appointments and caring responsibilities • Use of digital communication methods including website, email, online questionnaires.
	Community Cohesion		X	
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</p>			

individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]			
	Yes	No	Comments
Part 1: The Convention- Rights and Freedoms			
Article 2: Right to life		X	
Article 3: Right not to be tortured or treated in an inhuman or degrading way	X		<p>Services are provided so not to expose a person to degrading treatment. Due to the physical and mental health needs of individuals who attend these services, there is often a personal care element to the support provided. This is provided by suitably skilled and trained members of staff who are able to deliver dignified personal care services.</p> <p>Staff delivering the service should all have received training in relation to Safeguarding and Whistleblowing policies and procedures, to ensure that people receive appropriate support in the right way.</p>
Article 4: Right not to be subjected to slavery/ forced labour		X	
Article 5: Right to liberty and security	X		<p>Service users will be given appropriate support to ensure their safety in the alternative/new service and when taking part in activities. At the same time regard will be given to their right to choice.</p> <p>Safeguarding policies and procedures will continue to apply to any alternative/new services..</p>
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		Any alternative/new services will enable and support vulnerable individuals to continue to live at home. They will promote and maintain links with the community

			<p>as well as providing an environment for social inclusion and activities.</p> <p>Services should respect an individual's right to privacy and that individual support plans are developed that consider personal choices.</p> <p>All personal information relating to individuals must be appropriately managed under Leicestershire County Council policy and procedures concerning data protection and information governance. The procedure requires staff to be knowledgeable about data management.</p>
	Article 9: Right to freedom of thought, conscience and religion	X	<p>The provision of the service must have regard to an individual's religious and social needs, so as not to interfere with their freedom of thought and expression. Social activities provided consider the individual needs of all attendees, including their culture and customs.</p> <p>Staff must comply with LCC procedures to undertake Equalities training and to demonstrate a clear understanding of the importance of enabling individual vulnerable people to manifest their culture, religion and belief.</p>
	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	<p>When undertaking the assessment of the current service users' needs, outcomes and wellbeing protected characteristics will be taken into account. This will also happen when identifying how care needs will be met ensuring that personal budgets and services are</p>

				<p>appropriately tailored to individual needs and protected characteristics.</p> <p>Any future services will be provided to eligible older people across all the recognised equality strands. The service must ensure that provision takes appropriate account of individual needs and are provided in a non-discriminatory manner in line with Leicestershire County Council policy and procedure.</p> <p>All staff must undertake training as part of that Procedure, and in their practice should demonstrate their understanding of the values of non-discrimination.</p>
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment		X	
	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	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 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"/>
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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 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 ☐

1st Authorised Signature (EHRIA Lead Officer):

Date:

2nd Authorised Signature (DEG Chair): ...



Date: 9th September 2015.....