

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:	Children's Centre contracts for: Antenatal group services Perinatal mental health services
Department and section:	Children and Family Services, Targeted Early Help.
Name of lead officer/ job title and others completing this assessment:	Caroline Walsh
Contact telephone numbers:	0116 3057958
Name of officer/s responsible for implementing this function:	Caroline Walsh
Date EHRIA assessment started:	04/03/15
Date EHRIA assessment completed:	23.03.15

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>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>Two new countywide service contracts one for antenatal support, one for perinatal mental health support, are replacing the previous range of locality based contracts to deliver a more consistent and cost effective service to vulnerable families with young children.</p> <p>The contracts will reflect the primary focus of the county Children's Centre programme to support parents in the early years of a child's life including pre-birth, with an emphasis on:</p> <ul style="list-style-type: none">• Families with additional needs or vulnerabilities/ risk factors.• Narrowing the gap for those children most at risk of poor outcomes• Raising aspiration and addressing intergenerational disadvantage.• Addressing inequalities in health well-being and attainment.• The engagement of parents to increase knowledge and parenting skills.• Confidence and to build resilience.• Keeping children at the centre of all intervention.
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations?</p> <p>The services to be procured result from the Remodelling Early Help project, which is one component of the Children and Family Services Transformation programme. The programme is required to deliver the savings target for Children and Family Services as set out in the Medium Term Financial Strategy (MTFS), 2014-2018.</p> <p>The strategic review of voluntary sector support determined the future procurement options regarding voluntary and independent sector early help provision for children, young people and their families. In line with the outcome of the review and in order to be more cost effective in the way that service procurement is organised all the locality antenatal and perinatal mental health contracts for services delivered through Leicestershire Children's Centres cease on 31st March 2015. These will be replaced by the two countywide contracts subject to this assessment.</p> <p>The two services are key elements of the reconfigured pathway for vulnerable families with young children. This is based on the evidence based Children's Centre Outcomes Framework which has been developed on a multi-agency basis and seeks to align and integrate universal and targeted services for such families. As such the services are wholly connected into a range of partner organisations and other stakeholders and their services.</p> <p>The commissioning of these services is entirely consistent and supportive of the department's strategic approach, which seeks to:</p>

	<ul style="list-style-type: none"> • Move from control to influence and promote independence (promoting, enabling and influencing more autonomous communities). • Collaborate through partnerships and integrate locality based services; • Provide proportionate response and support – the right help at the right time; • Secure a commissioning approach through effective needs analysis, evidence based service planning, robust performance management and quality assurance; and regular review. <p>More specifically the services are designed to deliver the requirements of the Children’s Centre core purpose. This is to improve outcomes for young children and their families, with a particular focus on the most disadvantaged families, in order to reduce inequalities in child development and school readiness - supported by improved parenting aspirations, self esteem and parenting skills, and child and family health and life chances.</p>								
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The services are targeted at groups of parents and prospective parents of young children in families experiencing factors which place them at risk of poor outcomes. The intended outcomes are to improve the life chances for children and the following measures and indicators illustrate the changes intended:</p> <ul style="list-style-type: none"> • Parents reporting they are more confident with their parenting skills. • Parents reporting they are putting into practice at home the things they have learnt. • Parents reporting the service has made a positive difference to them. • Parents reporting the service has made a positive difference to their family. • Parents reporting the service has helped them cope better with difficulties at home. • Parents reporting they feel their views and opinions have been listened to. • Parents reporting they have had the opportunity to influence how services are run. • Parents reporting their bond with their child has improved. • Parents reporting they are better able to cope with stress/anxiety/depression. • Parents reporting their understanding of emotional/mental health needs has improved. • Parents reporting they now feel more confident with accessing other services and groups. • Parents reporting they feel less isolated and more supported. • Parents reporting they have increased their knowledge of good parenting. 								
4	<table border="1"> <thead> <tr> <th data-bbox="268 1532 571 1608">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)</th> <th data-bbox="571 1532 687 1608">Yes</th> <th data-bbox="687 1532 804 1608">No</th> <th data-bbox="804 1532 1406 1608">How?</th> </tr> </thead> <tbody> <tr> <td data-bbox="268 1608 571 2045">Eliminate unlawful discrimination, harassment and victimisation</td> <td data-bbox="571 1608 687 2045" style="text-align: center;">√</td> <td data-bbox="687 1608 804 2045"></td> <td data-bbox="804 1608 1406 2045"> <p>The support provided to vulnerable parents and prospective parents will help build their resilience and independence, strengthening their capacity to respond positively to any experience of unlawful discrimination, harassment and victimisation.</p> <p>The contracts will include a specific clause requiring the supplier not to unlawfully discriminate either directly or indirectly on such grounds as age, disability, gender reassignment, marriage and civil</p> </td> </tr> </tbody> </table>	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	√		<p>The support provided to vulnerable parents and prospective parents will help build their resilience and independence, strengthening their capacity to respond positively to any experience of unlawful discrimination, harassment and victimisation.</p> <p>The contracts will include a specific clause requiring the supplier not to unlawfully discriminate either directly or indirectly on such grounds as age, disability, gender reassignment, marriage and civil</p>
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	√		<p>The support provided to vulnerable parents and prospective parents will help build their resilience and independence, strengthening their capacity to respond positively to any experience of unlawful discrimination, harassment and victimisation.</p> <p>The contracts will include a specific clause requiring the supplier not to unlawfully discriminate either directly or indirectly on such grounds as age, disability, gender reassignment, marriage and civil</p>						

				partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation.
	Advance equality of opportunity between different groups	√		The services promote equality of opportunity by ensuring that those children, young people and families most in need of support and poorer outcomes receive it, including groups with protected characteristics. This is aligned with the identification of those groups that are considered to be most vulnerable in line with the Departments strategic priorities, so that services can be targeted and efficiently delivered.
	Foster good relations between different groups	√		The service will be delivered in a manner that promotes understanding and tolerance of different groups and supports social and community cohesion, in line with the Local Authority Public Sector Equality Duty.

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

		Yes	No*
5.	Have the target groups been consulted about the following?		
	a) their current needs and aspirations and what is important to them;	Some	
	b) any potential impact of this change on them (positive and negative, intended and unintended);	Some	
	c) potential barriers they may face	Some	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	Specific consultation is being undertaken with parents on the principles underpinning the two services. This builds on the formal voluntary and community services consultation exercise conducted from	

		September to November 2014 which included the current antenatal and perinatal mental health services. The consultation documents and information were available to providers, the general public and stakeholders and in an accessible format. Specific engagement events were held across the County as part of the review and consultation process and providers were encouraged to seek the views of their individual service user groups. Some target groups have had the opportunity to inform the consultation process and identify potential impacts as part of the EHRIA, however further appraisal is required to ensure the voice of all target groups has been included.	
7.	Have other stakeholder groups/secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		√
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.		
	The initial consultation has been completed with providers of VCS services and stakeholders and some members of the public and users of the services have completed returns and been involved within the consultation process. This is being supplemented by specific consultation with parents on the two services. An information and consultation event with potential providers which will capture their experience of how best to deliver such services to vulnerable families.		

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;	√	
	b) enable open feedback and suggestions from different communities	√	

Note: If no to Question 9, 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	√		The services will be targeted specifically at the most vulnerable families working directly with parent/carers to improve outcomes for children.
Disability	√		Families supported could comprise members with a disability. The services are likely to have a positive effect on family life chances.
Gender Reassignment	√		Families supported could comprise members who have undergone gender reassignment. The services are likely to have a positive effect on family life chances. However it is recognised that a person's decision to access the services might be affected by their gender reassignment and anticipation of acceptance. The services are specifically targeted at vulnerable families including those that are hard to reach. Specific provision will be made in the contract, contract monitoring arrangements, and wider programme management as appropriate to remove barriers caused by perceptions of non acceptance by the service or other users. This may include targeted publicity, work with advocacy agencies, and the use of parent/peer volunteers.
Marriage and Civil Partnership	√		Families supported could comprise members who are Married or have Civil Partnership status. The services are likely to have a positive effect on family life chances.
Pregnancy and Maternity	√		Families supported will comprise members who are pregnant. The services are likely to have a positive effect on family life chances.
Race	√		Families can have members of any race. The services are likely to have a positive effect on family life chances. However it is recognised that a person's decision to access the services might be affected by their religion and anticipation of acceptance. The services are specifically targeted at vulnerable families including those that are hard to reach. Specific provision will be made in the contract,

			contract monitoring arrangements, and wider programme management as appropriate to remove barriers caused by perceptions of non acceptance by the service or other users. This may include targeted publicity, work with advocacy agencies, and the use of parent/peer volunteers.
	Religion or Belief	√	Families can have members of any religion or who have any beliefs. The services are likely to have a positive effect on family life chances. However a welcoming and inclusive approach will be promoted as it is recognised that a person's decision to access the services might be affected by their religion and anticipation of acceptance. The services are specifically targeted at vulnerable families including those that are hard to reach. Specific provision will be made in the contract, contract monitoring arrangements, and wider programme management as appropriate to remove barriers caused by perceptions of non acceptance by the service or other users. This may include targeted publicity, work with advocacy agencies, and the use of parent/peer volunteers.
	Sex	√	Families comprise members of both sexes although most service users are women. A welcoming and inclusive approach will be promoted to encourage male participation in service provision.
	Sexual Orientation	√	Families could comprise members with any sexual orientation. The services are likely to have a positive effect on family life chances. However a welcoming and inclusive approach will be promoted as it is recognised that a person's decision to access the services might be affected by their sexual orientation and anticipation of acceptance. The services are specifically targeted at vulnerable families including those that are hard to reach. Specific provision will be made in the contract, contract monitoring arrangements, and wider programme management as appropriate to

				remove barriers caused by perceptions of non acceptance by the service or other users. This may include targeted publicity, work with advocacy agencies, and the use of parent/peer volunteers.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	√		Target group families will include those with these protected characteristics. The services are likely to have a positive effect on family life chances. a welcoming and inclusive approach will be promoted as a person's decision to access the services might be affected by their anticipation of acceptance. The services are specifically targeted at vulnerable families including those that are hard to reach. Specific provision will be made in the contract, contract monitoring arrangements, and wider programme management as appropriate to remove barriers caused by perceptions of non acceptance by the service or other users. This may include targeted publicity, work with advocacy agencies, and the use of parent/peer volunteers.
	Community Cohesion	√		This services areas likely to have a positive effect as better functioning families are less likely to have a negative effect on 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		√	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	√		Supporting parents to be more resilient and independent may in some cases enable them to be more assertive in the face of potentially degrading treatment and behaviours

				of others.
	Article 4: Right not to be subjected to slavery/ forced labour		√	
	Article 5: Right to liberty and security		√	
	Article 6: Right to a fair trial		√	
	Article 7: No punishment without law		√	
	Article 8: Right to respect for private and family life	√		Although the services are voluntary, for them to be most effective the disclosure or personal information may take place. Commissioned services will be required to manage individual's information in line with established data protection and information sharing legislation and agreements. Specific confidentiality, data protection and access to records obligations and provisions will be incorporated into the contracts. These will be supplemented by contract management arrangements to ensure the disclosure of personal information will not lead to a breach of the right to private and family life.
	Article 9: Right to freedom of thought, conscience and religion		√	
	Article 10: Right to freedom of expression		√	
	Article 11: Right to freedom of assembly and association		√	
	Article 12: Right to marry		√	
	Article 14: Right not to be discriminated against	√		The service will be delivered with due regard to the Public Sector Equality Duty.
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment		√	
	Article 2: Right to education		√	
	Article 3: Right to free elections		√	
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;		√	
	b) any section of the community may face barriers in benefiting from the proposal		√	
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 checked="" type="checkbox"/>	Neutral Impact <input 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 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.	<p>Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you now explored the following and <u>what</u> does this information/data tell you about each of the diverse groups?</p> <ul style="list-style-type: none"> 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)
------------	---

16.	<p>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?</p>
------------	---

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.

17.	<p>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?</p>
------------	--

18.	<p>Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?</p>
------------	--

Section 3

B: Recognised Impact

19.	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
	Age	
	Disability	
	Gender Reassignment	
	Marriage and Civil Partnership	
	Pregnancy and Maternity	
	Race	
	Religion or Belief	
	Sex	
	Sexual Orientation	
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	
	Community Cohesion	

20.	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?	
		Comments
	Part 1: The Convention- Rights and Freedoms	
	Article 2: Right to life	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	
	Article 4: Right not to be subjected to slavery/ forced labour	

	Article 5: Right to liberty and security	
	Article 6: Right to a fair trial	
	Article 7: No punishment without law	
	Article 8: Right to respect for private and family life	
	Article 9: Right to freedom of thought, conscience and religion	
	Article 10: Right to freedom of expression	
	Article 11: Right to freedom of assembly and association	
	Article 12: Right to marry	
	Article 14: Right not to be discriminated against	
	Part 2: The First Protocol	
	Article 1: Protection of property/ peaceful enjoyment	
	Article 2: Right to education	
	Article 3: Right to free elections	
Section 3		
C: Mitigating and Assessing the Impact		
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.		
21.	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.	
N.B.		
i) If you have identified adverse impact or discrimination that is <u>illegal</u> , you are required to take action to remedy this immediately.		
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.		
22.	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.	
	a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination	
	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	
	c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why	

Section 3	
D: Making a decision	
23.	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.

Section 3	
E: Monitoring, evaluation & review of your policy	
24.	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?
25.	How will the recommendations of this assessment be built into wider planning and review processes? <i>e.g. policy reviews, annual plans and use of performance management systems</i>

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

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: 23/03/15

2nd Authorised Signature (DEG Chair):



Date: 25/03/15