

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:	Progress against the actions outlined within the Extra Care Strategy 2010-2015 <u>The Development of Extra Care in Leicestershire</u>
Department and section:	Adults and Communities Market Development
Name of lead officer/ job title and others completing this assessment:	Gill Newton (GN) Market Development Manager Carol Stanyard (CS) Market Development Officer
Contact telephone numbers:	CS – 0116 3057554
Name of officer/s responsible for implementing this policy:	As above
Date EHRIA assessment started:	November 2014
Date EHRIA assessment completed:	February 2015

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>This EHRIA report is to update and record the developments and progression against the list of recommendations in the Extra Care Housing Strategy 2010-2015.</p>																		
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>Promoting Independence</p>																		
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>Older people with physical and/or sensory disabilities</p> <p>A better understanding of the concept of Extra Care and how this works in practice among potential users. To achieve improvements in the quality and flexibility of care delivered within Extra Care and explore reablement/home from hospital initiatives. Improved relationships between Housing and Development Partners and the Local Authority leading to an increase in the number of Extra Care units in the county, thus providing alternatives to residential care for frailer older people at risk in unsuitable housing.</p>																		
4	<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)</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></td> <td>Extra Care housing offers older people a safe and secure environment with assured tenancy rights offering individuals' protection from discrimination, harassment and victimisation.</td> </tr> <tr> <td>Advance equality of opportunity between different groups</td> <td>√</td> <td></td> <td>Services within Extra Care are culturally aware, as specified in the contracts for commissioned care and support, which are monitored by Compliance Officers.</td> </tr> <tr> <td>Foster good relations between</td> <td>√</td> <td></td> <td>Community access in and out of the</td> </tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	√		Extra Care housing offers older people a safe and secure environment with assured tenancy rights offering individuals' protection from discrimination, harassment and victimisation.	Advance equality of opportunity between different groups	√		Services within Extra Care are culturally aware, as specified in the contracts for commissioned care and support, which are monitored by Compliance Officers.	Foster good relations between	√		Community access in and out of the
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Eliminate unlawful discrimination, harassment and victimisation	√		Extra Care housing offers older people a safe and secure environment with assured tenancy rights offering individuals' protection from discrimination, harassment and victimisation.																
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Foster good relations between	√		Community access in and out of the																

	different groups			Extra Care environment is encouraged, with social inclusion being a key outcome of the commissioned care and support services.
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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 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 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)

As previously detailed in the 2012 EIA for Extra Care development, Leicestershire's Extra Care Strategy 2010-2015 focuses on the following key issues for older people;

- **Choice and Control**
- **Promoting Independence**
- **Empowerment**
- **Accessible Services**

Extra Care Housing is based on three key principles:

- The promotion of independence – the provision of self-contained accommodation with access to on site care and support enabling individuals to live independently in the community, promote their well-being and help to alleviate social isolation.
- Empowerment – primary health, care and support services should come to the individual, as and when needed, rather than the individual being required to change their accommodation in order to receive services that can and should be available in the community.

- Accessibility – where individuals live should be designed, or be capable of being adapted, to facilitate the delivery of personal social and health care services.

The Extra Care Housing Strategy also identified aspirations for a programme of change which would reform and develop current housing, support and care in the county in order to more effectively meet the needs of older people. The Strategy highlighted the following recommendations;

- That a minimum of 500 additional Extra Care places by 2015 should be achieved through a combination of new developments and upgrade of existing sheltered accommodation
- That investment plans should result in a shift of resources from existing services helping to decrease dependence on residential care
- That a high level steering group should be set up to oversee and coordinate a programme of development of Extra Care housing
- That the development of a service specification becomes the base model for all Extra Care schemes
- That county-wide protocols for allocation procedures and nominations to Extra Care schemes are devised
- That a range of funding possibilities are explored in order to kick start the development programme.
- That a countywide programme of consultation with key stakeholders should be undertaken

These recommendations have led to the following actions being identified in the Extra Care Strategy and include;

- Develop an engagement and involvement plan of all relevant stakeholders.
- Forecast and plan ahead for the demand of Extra Care in Leicestershire.
- Review and map all community based services in Leicestershire.
- Develop clear and effective commissioning plans.
- Explore the full range of revenue and capital funding possibilities.
- Implement successful Extra Care in Leicestershire.
- Develop an 'Operational Policy' covering the contracting arrangements.
- Set a potential 'Virtual Extra Care' network, exploring new technology.
- Monitor and review the success of Extra Care in Leicestershire.
- Manage and minimise the risks of developing and implementing Extra Care in Leicestershire.

This updated EHRIA will look to provide evidence of progress against the actions outlined above through the work undertaken during 2013/2014 which has involved;

- Engagement with District and Borough Council's, property developers and registered housing providers
- The development of a promotional leaflet giving an overview of Extra Care

- The development of property allocation procedures
- Capital investment based on avoided residential care costs
- Needs mapping in terms of projected older people's population by area
- Partnership working with East Midlands Housing and Regeneration Ltd to support development of two new build Extra Care schemes.
- Re-modelled care and support services in three Extra Care schemes

Following a series of engagement events with key stakeholders in 2012, a number of key messages were identified, including;

- The need for a shared vision and aims
- Recognising the distinct character of Districts and Boroughs
- Budgetary constraints for the Local Authority and the NHS

Feedback from the events also highlighted issues around the lack of clarity in respect of Extra Care, i.e. what is it and what does it do?

As a result of this a Task and Finish group was set up to look at the development of a promotional leaflet which would give an overview of the concept of Extra Care. The Task and Finish group was made up of representatives from all partners including, housing providers, care providers, District and Borough Councils, LCC operational staff and a service user representative.

The main purpose of the group was to ensure that the information contained in the leaflet gave enough of an overview of Extra Care to spark interest and provide a route for further information to be obtained. The leaflet is currently in the printing stage and both hard and digital copies will be made available through multiple channels, for example, LCC website, NHS websites, libraries, health centres, GP surgeries, District and Borough Council offices.

Registered Social Housing Providers (RPs) and District and Borough Councils continue to contact the Council when potential new build sites, opportunities for remodelling or refurbishment of existing schemes present themselves. To date this has resulted in the completion of one new build scheme with another development in the pipeline for 2016. Work had also been progressed on an upgrade/refurbishment of a sheltered housing scheme in Market Harborough. It was intended that the refurbishment would result in a 60 unit Extra Care scheme. However following further financial consideration by the housing provider the scheme was deemed as not viable as Extra Care provision.

The successful development of Extra Care is reliant on strong partnership arrangements between funding partners to ensure that financial risks of long-term capital and shorter-term revenue commitments are managed effectively, financial returns are delivered and affordable Extra Care models are offered to service users.

As well as the financial risks involved in increasing the number of Extra Care units in Leicestershire, other potential constraints include:

- A lack of suitable land to support new builds within urban areas. Land needs to be available in areas with good transport links and access to shops, health care and wider community amenities.
- A lack of property of a suitable size, location, layout and build quality, which can be remodelled as part of a financially viable partnership.

- Tensions between different housing priorities and pressures at District level to prioritise other types of affordable housing, such as properties for families and younger single people.

The number of affordable Extra Care units in Leicestershire has increased from 169 to 280 with a further 62 units due for completion in 2016. Whilst this is recognised as a considerable rise in numbers, the target of 500 units will not be met by the 2015 timescale outlined in the current Extra Care Strategy. The five year Strategy is due to end in 2015 and a new Strategy building on achievements and lessons learned, and outlining the Council's future intentions for Extra Care, will be developed.

Securing the additional units from 2013 to 2015 was as a direct result of partnership working with a Registered Housing Provider, East Midlands Housing (EMH). EMH approached the Council with the opportunity of developing an Extra Care scheme in Blaby and sought assistance with funding to support the new build.

After Cabinet approval the Council contributed £1.2m Capital funding along with £100,000 New Homes Bonus (NHB).

At the same time EMH submitted a successful bid to the Homes and Communities Agency (HCA) for an additional £1.2m. The partnership development was also supported by Blaby District Council (BDC) which contributed further Capital funding of £100,000. Planning was approved and work started on site in February 2014. The scheme is due for completion at the end of March 2015 and comprises 50, 1 and 2 bedroomed self-contained properties. New tenants are expected to move in from May 2015 and to date over 100 applications have been received via BDC's housing application process.

New tenants must have assessed care needs with a minimum care requirement of 3.5 hours per week to be eligible for the scheme.

The Council's Capital funding was justified on the basis of 'avoided residential costs' and a nomination agreement which is intended to achieve the following agreed community balance:

- 45% of tenants would have high care needs in excess of 14 hours per week.
- 35% of tenants would have medium care needs between 7-14 hours per week.
- 20% of tenants would have low care needs between 3.5-7 hours per week.

To ensure that units are filled quickly and to avoid the financial risk to the Landlord of lost income resulting from void properties, it was agreed with EMH that first lettings would have a balance of a third for each of the three need levels. As new tenants are expected to move in from May 2015 the procurement of care and support services is currently being tendered with contract award expected by the end of March 2015.

Work is also progressing on the development of a new 62 unit scheme in Loughborough, again in partnership with EMH. Charnwood Borough Council is the Housing Authority supporting the development. The scheme is currently awaiting planning approval and has an anticipated build completion date of Autumn 2016.

The Council remains open to all new possibilities for viable Extra Care developments in the county and continues to engage with District and Borough Councils and Housing

Providers.

The Council's Extra Care Programme Board is well established and is chaired by a senior manager from the Adults and Communities Department. The Board explores all opportunities presented to them and also considers the wider strategic requirements for Extra Care, such as integration with the NHS. The Board meets bi-monthly to monitor the development of Extra Care in Leicestershire identifying key issues to be taken forward.

Models for the delivery of services within Extra Care are continually being reviewed in order to support the progression of personalisation and cash budgets and to take into account the impacts of legislation such as the Welfare Reform Act and the new Care Act.

Current contracts combine care and support into a single service offering 24/7 cover arrangements and commissioned care to meet individual needs. This service is delivered by an independent sector domiciliary care provider in 4 out of the 5 schemes.

The opening of new schemes and the extension of contracts within some of the existing schemes has resulted in varying contract start dates across the Council's portfolio of Extra Care schemes. To resolve this and reduce the number of times the Council has to procure care and support services in the schemes it is intended that all the Extra Care contracts are aligned from October 2016. This exercise also gives the Council an opportunity to review the existing model of service delivery in order to ensure that consistency and equity of provision is embedded across all schemes.

16.	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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During 2012 a report was produced by the Adults and Communities Department's Strategic Planning and Commissioning team which explored where in the county future Extra Care housing schemes would be best developed. The work took into consideration the demographics of older people in Leicestershire and the need for them to have access to other services such as transport, health and community involvement.

As a result of the needs mapping, ten key geographical areas were identified as ideal areas for the development of Extra Care;

- All areas bordering the boundary with Leicester City (Principle Urban Area – PUA); this forms a core area at the heart of the county [all boroughs and districts].
- Area located roughly to the northeast of Shepshed (Charnwood borough) and North West Leicestershire district)
- Area located roughly to the east of Loughborough (Charnwood borough)
- Area located to the west of Melton Mowbray (roughly straddling the area between Melton Mowbray town centre and Asfordby) [Melton borough]
- Area located to the north and northwest of Market Harborough [Harborough district]
- Area located to the north of Lutterworth and stretching towards Broughton Astley [Harborough district/Blaby district]

- Area roughly focussed on the conurbations of Hinckley and Barwell [Hinckley and Bosworth borough]
- Area located to the south of Ashby-de-la-Zouch and north of Measham [North West Leicestershire district]
- Area located to the west and southwest of Market Bosworth [Hinckley and Bosworth borough]
- Area located to the northwest of Coalville (along the A511, Ashby Road) [North West Leicestershire district]

The locations are ranked in terms of their projected increases in the older persons' population and their access to services and public transport, however it is recognised that identification of areas does not in itself solve the problem of where to build Extra Care, given other constraints such as suitable land for building and local planning constraints. The council therefore takes a pragmatic approach when opportunities for Extra Care are presented and will actively explore all potential developments.

The attached report was an in-depth study of the factors needed to support cost effective commissioning of Extra Care in Leicestershire.

[\\Lccfp2\socdata\SCAM\Market Development\Market dev\Extra Care\needs mapping June 2012\Extra Care Housing_Report_FINAL.pdf](#)

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. | 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? |
|------------|---|

Prior to the re-procurement of Care and Support services in three Extra Care schemes during 2013 / 2014 existing tenants were consulted on the preferred delivery model and subsequent service specification.

Tenants were clear that 24/7 on-site cover was vital to the efficient running of the schemes providing security in the knowledge that their emergency / crisis needs would be met when needed. Tenants also emphasised the importance of social activities in the scheme as these prevented loneliness and isolation.

The new model for Extra Care service delivery combined care and support into one contract to be delivered by one on-site provider. Tenants retained the choice of buying in their care services from outside of the scheme if they wished. The tender resulted in one provider being successful in the award of contract for all three schemes resulting in cost efficiencies as a result of economy of scale.

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

	There is a need for ongoing development of Extra Care in relation to the way that services are delivered and the Council will continue to work with key stakeholders to ensure that comprehensive appraisals are undertaken for all potential future
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	<p>opportunities new-build or refurbished schemes.</p> <p>Contract timescales in all schemes will be aligned from October 2016 to ensure that consistency in approach and equity in service delivery is reflected throughout all Extra Care provision.</p>
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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	Whilst schemes have a minimum age criteria of 55 they are more normally occupied by older people i.e. 70 years plus.
	Disability	Most schemes have been designed to meet people's disability needs and include wheelchair access, wide corridors, buggy stores and level access showers.
	Gender Reassignment	People are treated as individuals and in accordance with their preferences. Dignity in care is promoted and monitored both through compliance with Domiciliary Care standards and compliance with the LCC contract.
	Marriage and Civil Partnership	Couples are accommodated within scheme designs. One bedroom flats sleep up to two people and two bedroom flats sleep up to three people. Eligibility criteria for Extra Care is inclusive of couples.
	Pregnancy and Maternity	N/A – Extra Care relates to older people (55 and over)
	Race	<p>Housing Authorities along with Adult Social Care departments are compliant with equality and diversity legislation.</p> <p>Property allocation procedures and the required eligibility criteria for Extra Care relate to levels of need irrespective of race.</p> <p>Any subsequent assessment of need is supported by a person centred plan which would outline service user's personal preferences.</p>
	Religion or Belief	As above
	Sex	As above
	Sexual Orientation	As above

	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	Extra Care schemes are usually located within easy reach of town centres, have good transport links and access to health care facilities, shops and other community activities.
	Community Cohesion	Schemes are promoted to the wider community, operating an open door policy encouraging and enabling the community to be involved in scheme life.
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	N/A
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	Extra Care is designed to meet people's changing needs as they age in one place. Care staff are subject to supervision and compulsory training through the requirements of the Domiciliary Care Standards. Adherence to these standards is monitored via the Care Quality Commission and Leicestershire County Council's Contract Compliance staff.
	Article 4: Right not to be subjected to slavery/ forced labour	N/A
	Article 5: Right to liberty and security	N/A
	Article 6: Right to a fair trial	Most Extra Care schemes have their own Tenants Association where they can raise issues / concerns with the scheme manager and / or care and support provider.
	Article 7: No punishment without law	N/A
	Article 8: Right to respect for private and family life	Extra Care has all the rights associated with living in your own home in the community with the added benefit of 24/7 on-site cover. Service users are encouraged and assisted to participate in community activities reducing

		the risk of social isolation.
	Article 9: Right to freedom of thought, conscience and religion	Opportunities for religious services to be held on site are taken up whenever possible and Service users assisted to attend when it is their choice to do so.
	Article 10: Right to freedom of expression	N/A
	Article 11: Right to freedom of assembly and association	N/A
	Article 12: Right to marry	N/A
	Article 14: Right not to be discriminated against	N/A
	Part 2: The First Protocol	
	Article 1: Protection of property/ peaceful enjoyment	Service users have a legal tenancy agreement with the housing provider securing their right to live in the property. Communal areas and other facilities within the Extra Care scheme are managed by the Landlord. The combination of housing management and care and support services enables service users to lead as full and active a life as they wish.
	Article 2: Right to education	As above
	Article 3: Right to free elections	As above
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.	
<p>The development of Extra Care has increased options for some older people in relation to providing alternative accommodation to a residential care home. However growth in the number of Extra Care units across the county is necessary in order to ensure that increased numbers of older people are being given the same choice and opportunity and are able to access accommodation when and where they need it.</p> <p>The current number of Extra Care units is significantly below the 500 stated in the 2010-2015 Extra Care Strategy and further ongoing work will continue with Districts, RP's and private developers to ensure that potential for developing Extra Care is explored.</p> <p>We acknowledge recent Extra Care developments in the private sector and will monitor growth in this area in order to inform the new Extra Care Strategy.</p>		

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.
iii.	
22.	<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"> 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
As detailed above the main barriers relate to financial constraints across all potential partners along with sourcing build sites that are central and integrated with the wider community.	
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.
<p>The development of Extra Care can only be achieved through a consistent partnership approach with key stakeholders. It is a complex area where multiple agencies play a key role in ensuring successful delivery. With the work undertaken through 2013/2014 there is now clear evidence that as a result of partnership working, increases in the number of Extra Care units has been achieved.</p> <p>Through the combination of services delivered into Extra Care, service users' needs will often reduce shortly after they move in and remain at this lower level for some time. Further work is needed that will effectively monitor the long term impact that living in Extra Care has on service users' health and wellbeing, with a view to providing justification that Capital investment has resulted in efficiencies as a result of avoided care costs.</p> <p>Taking opportunities to promote the concept of Extra Care housing and raise awareness in the county will hopefully help to drive up the demand for this type of housing with care provision, leading to increased efficiencies for the Adult Social Care budget along with providing service users with greater choice and options for the future.</p>	

Section 3

E: Monitoring, evaluation & review of your policy

24.	<p>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?</p> <p>As detailed earlier in the EHRIA the Extra Care Programme Board takes an active role in exploring all potential opportunities for the development of new Extra Care in the county, along with overseeing and sign off of any new service developments within existing provision.</p>
25.	<p>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></p> <p>The existing Extra Care Strategy will be reviewed and updated with a new Strategy in place for 2016 onwards.</p>

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
Ensure that the interests of protected groups (as detailed in paragraph 19 above) are observed during development and allocation of Extra Care provision. This is of particular concern in relation to diverse cultures and disability access.	Collate evidence that supports progress to date in relation to the development and progression of Extra Care in Leicestershire. Inform and produce a new Extra Care Housing Strategy 2016 onwards and include collecting monitoring data as a requirement.	To ensure that the known advantages of Extra Care provision are genuinely available across the protected groups.	Strategic Planning and Commissioning	March 2016
Promotional work is undertaken through distribution of the Extra Care leaflet.	Engagement with a range of partners to endorse and promote information in the leaflet. Ensure that leaflet is available in accessible formats.	To ensure that the known advantages of Extra Care provision are genuinely available across the protected groups.	Market Development Team	Through 2015

<p>Justification of Capital Investment into new build Extra Care in relation to:</p> <ul style="list-style-type: none"> • reduced future care costs • enhanced independence and quality of life for protected groups. 	<p>Ongoing monitoring of the long term benefits of living in Extra Care to service users and the Council.</p>	<p>To ensure that the known advantages of Extra Care provision are genuinely available across the protected groups.</p>	<p>LCC Operational staff / Contract Compliance team</p>	<p>Ongoing</p>
<p>Remodelling of existing retirement housing options</p>	<p>Existing housing will be reviewed on a case by case basis in order to explore the potential for upgrade to Extra Care provision.</p>	<p>To ensure that the known advantages of Extra Care provision are genuinely available across the protected groups.</p>	<p>Market Development</p>	<p>Ongoing</p>

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: ...04/03/2015.....