

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:	East Leicestershire LEADER programme: Pt.1: Pre-programme consultation and recruitment of Local Action Group
Department and section:	Chief Executives – Policy, Economy & Communities
Name of lead officer/ job title and others completing this assessment:	Louise Driver, Policy and Partnership Manager Matthew Jones, Policy and Partnerships Officer
Contact telephone numbers:	0116 3056298
Name of officer/s responsible for implementing this policy:	Charlotte Long, LEADER Project Manager
Date EHRIA assessment started:	09/10/14
Date EHRIA assessment completed:	14/03/16

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> <ol style="list-style-type: none">1. LEADER is a community-led development programme funded through the EU Rural Development Programme which forms the second pillar of the Common Agricultural Policy (LEADER is a French acronym which translates to 'Liaison among actors in rural economic development'). All rural areas in England (with a maximum population of 150,000) have the opportunity to bid for LEADER funding for the 2014-2020 programme. Bids must deliver on jobs and growth as well as the following six Defra priorities:<ol style="list-style-type: none">1. Increasing farm productivity2. Support for small and micro businesses (incl. farm diversification)3. Rural tourism4. Culture and heritage5. Provision of rural services6. Increasing forestry productivity <p>There are three key stages of the programme for EHRI assessment. These are:</p> <ol style="list-style-type: none">I. Pre-programme consultation and recruitment of Local Action GroupII. Application and decision making processesIII. Project implementation and monitoring <p>This document assesses the first stage; Pre-programme consultation and recruitment to the Local Action Group.</p> <ol style="list-style-type: none">2. There are two key elements to setting up a LEADER programme:
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	<p>a) The establishment of a Local Action Group (LAG) which is made up of local public, private and civil society representatives and is responsible for the overall management and strategic direction of the Local Development Strategy (LDS).</p> <p>b) The LDS which sets out what the LAG hopes to achieve based upon locally identified priorities and programmes.</p>
<p>2</p>	<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>Leicestershire Rural Framework 2014-2020</p> <p>LLEP Strategic Economic Plan 2014-2020</p>
<p>3</p>	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>Residents, employees and businesses in East Leicestershire are the target beneficiaries of the programme.</p> <p>The LEADER programme is focussed on rural development with job creation and economic growth being the main drivers.</p> <p>The six priorities are:</p> <ol style="list-style-type: none"> 1. Well connected and innovative land-based businesses supported to improve their productivity and exploit diversification opportunities. 2. A growing food and drink sector producing and promoting high quality local foods. 3. Network home-based businesses and micro enterprises with confidence to grow 4. A thriving short-stay destination for people interested in: fine food and drink, culture and heritage, field and outdoor pursuits 5. Active and inclusive communities that are able to help provide local services 6. Vibrant rural towns underpinning a thriving economic hinterland. <p>The LDS will be overseen by a Local Action Group (LAG) made up of a cross-sector group of specialists in the rural field. The LAG will also draw on the expertise of the Leicester and Leicestershire Economic Partnership (LLEP) and the Leicestershire Rural Partnership (LRP). The LDS will also make a significant contribution to the wider (Leicester and Leicestershire) Strategic Economic Plan 2014-2020.</p> <p>The population of the LEADER area is 146,416 with 95,734 of those living in a rural area and 50,682 living in rural hub towns of Melton Mowbray and Market Harborough. There has been significant growth in the area's more elderly population cohort and a relatively large decline in its younger population. There are a high number of homeworkers. The area has relatively poor access to services.</p>

	As such the target group could be anybody within (or affected by) rural areas.		
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	✓	All approved projects, procured activity and partners will comply with equalities and human rights legislation through having appropriate policies and practices in place. The terms of reference for the LAG will stipulate that LAG members will live up to the highest ethical standards, and comply fully with the Code of Conduct and Equalities Statement as set out by the Local Development Strategy.
Advance equality of opportunity between different groups	✓	The Local Action Group will aim to be representative of the wider community. LAG and staff members will receive the appropriate training to ensure compliance with Public Sector Equality Duty and knowledge of the Human Rights Act.	
Foster good relations between different groups	✓	The LAG will be committed to incorporating in its decision-making processes the values inherent in the Human Rights Act 1998 and the community cohesion agenda.	

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? a) their current needs and aspirations and what is important to them;	Yes	No*
		✓	

	b) any potential impact of this change on them (positive and negative, intended and unintended);	✓	
	c) potential barriers they may face	✓	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		
8.	<p>*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.</p> <p>Consultation activity has been through a range of channels including websites, local press, parish councils, social media, business & community networks, newsletters & e-bulletins. In the form of an e-survey, a rural workspace study, a tourism accommodation study, including around opportunities and barriers to economic growth, current and future demand for tourism accommodation.</p> <p>Focus groups and stakeholder consultations were held, which reached over 300 individuals across the LEADER area. This included;</p> <ul style="list-style-type: none"> • 2 x Rural Conference Workshops • 4 x Focus groups • 2 Open public meetings • LEADER e-survey (64 responses) and rural workspace e-survey (7 responses) • 22 property agents and 15 intermediaries engaged through the rural workspace study • Meetings with key stakeholders including LLEP, NFU, Forestry Commission, Creative Leicestershire, Museums Service, Leicestershire Promotions, County Farms, Allerton Project. • Over 20 initial project ideas from Businesses and communities were also been captured through this consultation <p>Particular attention was paid to reaching under-represented groups during the community involvement and consultation activity. Details of the LEADER consultation were circulated through the Leicestershire Equalities Challenge group, which includes over 30 organisations representing minority groups in the county. Details were also circulated through the Young Farmers Network.</p>		

Section 2

B: Monitoring Impact

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

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

Section 2

C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.		
	Yes	No	Comments
		✓	
Age		✓	
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	✓		The East Leicestershire LEADER project will impact on all groups in the rural LEADER

	inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities			Area. This should be in the form of positive impacts. The groups targeted include rural communities and home workers and as such the LDS includes providing access to local jobs, services and products.
	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		✓	
	Article 4: Right not to be subjected to slavery/ forced labour	✓		LAG members have volunteered to contribute to the programme without pay. LAG members will not be exploited and expenses will be paid for any costs incurred over and above regular LAG duties and meeting attendance.
	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	✓		The team will ensure that volunteers should have their private and family life respected i.e. cultural and religious life taken into account e.g. when setting up LAG meetings
	Article 9: Right to freedom of thought, conscience and religion	✓		The team will ensure that scheduling of meetings/events does not interfere with any religious holidays, that venues

				meet cultural and religious needs and that religiously appropriate catering is provided
	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		✓	In allocating LEADER funds and throughout the whole process, the LAG will have due regard to the objectives listed in section 149 of the Equality Act 2010 (the Public Sector Equality Duty). The LAG will also be committed to incorporating in its decision-making process, the values inherent in the Human rights Act 1998 and community cohesion agenda.
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. The policy aims to achieve economic growth, job growth and improve access to local services. This impact will be aimed at the whole community, although is likely to have a positive impact on some people affected by rural isolation. It may also be the case that other groups are affected positively by this, where rurality is combined with other barriers to accessing services, e.g. the elderly, disabled or socially isolated. "Active and inclusive communities that are able to help provide			

	local services” is one of the priorities of the programme, better access to local services may affect these groups positively and disproportionately.		
	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. 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)

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?

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, how have you further consulted with those affected on the likely impact and what does this consultation tell you about each of the diverse groups?

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?

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 likely 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 illegal, you are required to take action to remedy this immediately.

ii) If you have identified adverse impact or discrimination that is justifiable or legitimate, 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.

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Section 3

E: Monitoring, evaluation & review of your policy

<p>24.</p>	<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>25.</p>	<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>

**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: 11 April 2016



2nd Authorised Signature (DEG Chair):

Date: