

# **Equality & Human Rights Impact Assessment (EHRIA)**

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service\*\* for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service\*\* may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or [equality@leics.gov.uk](mailto:equality@leics.gov.uk)

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

<b>Key Details</b>	
<b>Name of policy being assessed:</b>	Replacement of Leicestershire Welfare Provision
<b>Department and section:</b>	Chief Executive's Department, Strategy, Partnerships and Communities
<b>Name of lead officer/ job title and others completing this assessment:</b>	Anjana Bhatt, Policy & Partnerships Manager; Danny Myers, Interim Team Leader, Policy & Partnerships Manager
<b>Contact telephone numbers:</b>	0116 3056946/ 01163055501
<b>Name of officer/s responsible for implementing this policy:</b>	Anjana Bhatt/ Danny Myers
<b>Date EHRIA assessment started:</b>	28 <sup>th</sup> July 2014/ 5 <sup>th</sup> December 2014
<b>Date EHRIA assessment completed:</b>	19 <sup>th</sup> August 2014/ 16 <sup>th</sup> January 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.

<p><b>1</b></p>	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>The Welfare Reform Act 2012 abolished the discretionary element of the Social Fund administered by Department of Work and Pensions (DWP). This non-statutory responsibility called Local Welfare Provision was transferred to upper tier local authorities. Leicestershire County Council received government funding for administration and fulfilment to deliver Local Welfare Provision (LWP) with no ring fencing for 2013/14 and 2014/15. The Government confirmed in January 2014 that this funding would end in April 2015 and any future arrangements would be at the discretion of the local authority.</p> <p>The Government as part of its agreement to stay a judicial review of its decision to end the funding, undertook a 6 week consultation on the future of LWP funding for 2015/16. The consultation proposed 4 options without any increase in overall Revenue Support Grant. The Provisional Local Government Settlement announced in December 2014 did not increase the overall Revenue Support Grant, however set out an indicative sum for Local Welfare Provision.</p> <p>Leicestershire County Council (LCC) established Leicestershire Welfare Provision to provide emergency support to eligible vulnerable people facing an unplanned emergency or those eligible for support to remain independent in the community. The support offered has been in the form of goods and cash.</p> <p>As there will be no additional government funding for LWP from April 2015, LCC is proposing to use the savings from the first two years of the service to offer a new signposting and community support service to vulnerable people from April 2015.</p> <p>The new service (possible name change) will be accessible to people seeking help and not be restricted to those who meet an eligibility criterion as at present. The main change will be that LCC will no longer offer support in the form of goods or cash.</p> <p>The new service will be accessed by either by telephone or through agreed local district and borough councils and community support agencies. Telephone callers will go through to LCC First Contact service, who will seek to identify the underlying reasons why the person needs help and signpost them to other local support services to receive help with underlying issues. Some may be able to help with goods and to access some hardship funds.</p> <p>It is proposed that the new service will be piloted for six months to identify services that are most in demand and the most appropriate pathways to help people seeking help. The pilot would help to identify how the funding from LWP savings could be allocated over three to five years a further EHRIA would be conducted after the pilot period if required.</p> <p>LCC proposes to use some funding to support identified local support services working with vulnerable people, who have had an increase in demand for their services.</p>
<p><b>2</b></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>This new service relates to the Communities Strategy and will be part of the Unified Prevention Strategy. Discussions will take place with key partners, such as housing providers, voluntary groups and local authorities, to identify local support services and</p>

	develop any referral arrangements.																		
<b>3</b>	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>This service will be for all vulnerable people. The proposed service will work with individuals to identify why they need help and identify what support services would be able to offer support to address the issues such as multiple debt, budgeting etc., help with essential household items.</p> <p>The intended outcomes are that people seeking help are directed to support services that will offer help to enable people to deal with the reasons why the need for help arose. It is hoped that the support offered will enable people to resolve future issues themselves.</p>																		
<b>4</b>	<p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? <b>(Please tick and explain how)</b></p> <table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>How?</th> </tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination, harassment and victimisation</td> <td>Yes</td> <td></td> <td>The proposed change in service offer will enable all people who are seeking help to access a service that will signpost them to relevant support services. The current service is not able to help people who do not meet the eligibility criteria related to DWP benefits. It will help to identify gaps in signposting to support services.</td> </tr> <tr> <td>Advance equality of opportunity between different groups</td> <td>Yes</td> <td></td> <td>As above</td> </tr> <tr> <td>Foster good relations between different groups</td> <td>Yes</td> <td></td> <td>As above – the new service also seeks to work with local community groups in developing local support services to develop networks between different local community groups.</td> </tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	Yes		The proposed change in service offer will enable all people who are seeking help to access a service that will signpost them to relevant support services. The current service is not able to help people who do not meet the eligibility criteria related to DWP benefits. It will help to identify gaps in signposting to support services.	Advance equality of opportunity between different groups	Yes		As above	Foster good relations between different groups	Yes		As above – the new service also seeks to work with local community groups in developing local support services to develop networks between different local community groups.
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Eliminate unlawful discrimination, harassment and victimisation	Yes		The proposed change in service offer will enable all people who are seeking help to access a service that will signpost them to relevant support services. The current service is not able to help people who do not meet the eligibility criteria related to DWP benefits. It will help to identify gaps in signposting to support services.																
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## 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

<b>5.</b>	Have the target groups been consulted about the following?  a) their current needs and aspirations and what is important to them; b) any potential impact of this change on them (positive and negative, intended and unintended); c) potential barriers they may face	<b>Yes</b>	<b>No*</b>
			x
			x
			x
<b>6.</b>	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		x
<b>7.</b>	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		x
<b>8.</b>	*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.		
	We will be consulting with support agencies and stakeholders who work with vulnerable people to discuss the potential impact of the change to the service and any barriers and work with them to develop measures to support their clients to mitigate adverse impact arising from the change in the service offer.		

## Section 2

### B: Monitoring Impact

<b>9.</b>	Are there systems set up to:  a) monitor impact (positive and negative, intended and unintended) for different groups; b) enable open feedback and suggestions from different communities	<b>Yes</b>	<b>No</b>
		Monthly monitoring will be established for the pilot period	
		Quarterly stakeholder meetings will continue to have an on-going dialogue with stakeholders on the service	

**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

<b>10.</b>	Use the table below to specify if any individuals or community groups who identify with any of the ' <a href="#">protected characteristics</a> ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Age</b>	x		The current service monitoring highlights that few young people 16-19 and even few people over 60 seek help from the service. The new signposting service will continue to be available to people aged 16 plus, with much better participation from all age groups.
	<b>Disability</b>	x		The current service monitoring supports people with disabilities with 63% of people identifying that they have a long standing psychological or emotional condition. The new signposting service will work with support agencies to appropriately support people with specific disabilities.
	<b>Gender Reassignment</b>		x	
	<b>Marriage and Civil Partnership</b>		x	
	<b>Pregnancy and Maternity</b>	x		Some individuals accessing the service may be pregnant or looking after a new born child (maternity) and require support. The new signposting service will work with support agencies to appropriately support people who may be pregnant or recently had a baby.
	<b>Race</b>	x		The current service monitoring identifies that of people seeking help, who have completed monitoring information that 89% identified themselves as White British, with a small number of applicants stating other ethnic backgrounds including Gypsy or Irish Traveller. The new service will identify support groups, who work with specific ethnic groups to enable signposting to support services.
	<b>Religion or Belief</b>	x		The current service monitoring identifies that of people seeking help, who have completed monitoring information state a number of religious or other beliefs. The new service will identify support groups who work with

				specific faith groups to enable signposting to support services.
	<b>Sex</b>	x		The current service monitoring identifies that of people seeking help, who have completed monitoring information that 55% of the applicants were female and 45% male. There is no intention to remove access to signposting service from this group, and improve outcomes for individuals seeking help.
	<b>Sexual Orientation</b>	x		The current service monitoring identifies that of people seeking help, who have completed monitoring information that 94% identified themselves as heterosexual/ straight with other stating other sexual orientation. There is no intention to remove access to signposting service from this group, and improve outcomes for individuals seeking help.
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	x		The current service monitoring identifies that of people seeking help does not identify people who may be part of other groups, as support offered has been accessible to people living in rural areas and available to eligible applicants in receipt of out of work benefits. The new service will work with support agencies to identify how to provide support to people coming who may not be able to access local or appropriate support services. There is no intention to remove access to signposting service from these groups, and improve outcomes for individuals seeking help.
	<b>Community Cohesion</b>	x		It is proposed that some new support services will be provided by local communities possibly supported by Local Area Co-ordinator, which would bring local groups to come together.
<b>11.</b>	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? <b>(Please tick)</b></p> <p>Explain why you consider that any particular <a href="#">article in the Human Rights Act</a> may apply to your policy/ practice/ function or procedure and how the human rights of 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
<b>Part 1: The Convention- Rights and Freedoms</b>			
<b>Article 2: Right to life</b>	x		The new service is expected to identify any risk to individuals seeking help and to sign post them to appropriate support services.
<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	x		There is an expectation that support service providers will report any safeguarding concerns and have suitable policies and procedures in respect of safeguarding, whistle-blowing.
<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		x	
<b>Article 5: Right to liberty and security</b>		x	
<b>Article 6: Right to a fair trial</b>		x	
<b>Article 7: No punishment without law</b>		x	
<b>Article 8: Right to respect for private and family life</b>		x	The new service will be handling personal information and the signposting to support services will be expected to take account of cultural and religious needs of people seeking help.
<b>Article 9: Right to freedom of thought, conscience and religion</b>		x	
<b>Article 10: Right to freedom of expression</b>		x	
<b>Article 11: Right to freedom of assembly and association</b>		x	
<b>Article 12: Right to marry</b>		x	
<b>Article 14: Right not to be discriminated against</b>	x		This article is relevant to the existing LWP service because it offers support to eligible applicants with various needs such as mental health, learning disabilities, physical disabilities, sensory impairment etc. The new signposting to support services is expected to be delivered without discrimination of any kind to people seeking help and staff.
<b>Part 2: The First Protocol</b>			
<b>Article 1: Protection of property/ peaceful enjoyment</b>		x	

	<b>Article 2: Right to education</b>		x	
	<b>Article 3: Right to free elections</b>		x	
<b>Section 2</b>				
<b>D: Decision</b>				
<b>12.</b>	Is there evidence or any other reason to suggest that:	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	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		
<b>13.</b>	Based on the answers to the questions above, what is the likely impact of this policy			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</b>				
<b>14.</b>	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)

The publication "Emergency Use Only" outlines the issues affecting people seeking help from LWP and forms of support they require.

**Emergency Use Only** :Understanding and reducing the use of food banks in the UK  
Authors: Jane Perry, Martin Williams, Tom Sefton and Moussa Haddad, published by Poverty Action Group, Church of England, Oxfam GB and The Trussell Trust

LCC undertook a 12 week consultation exercise with stakeholders and individuals to help identify impact of the proposed changes and particular groups that may be affected. A number of questions sought to identify what type of support organisations responding to the consultation could offer vulnerable people.

During the consultation period, the Government also consulted on funding for Local Welfare Provision for 2015/16 with a number of options. LCC response did not accept any of the options presented and sought to have the funding for LWP to be re-instated

from April 2015. The outcome of the Government consultation was announced in the draft Local Government Financial Settlement in December 2014. The Provisional Local Government Settlement did not increase the overall Revenue Support Grant, however set out an indicative sum for Local Welfare Provision.

LCC's consultation exercise was conducted on the understanding that there would be no additional funding from Government for LWP however it also sought feedback on the current service, should there be additional government funding.

In addition to the formal consultation, feedback on the proposals was invited at partnership meetings such as the LWP Stakeholder meeting, Theme based and Local VCS forums, Leicestershire Housing Services Partnership meeting, Stronger and Rural leads group and internal LCC departmental groups. Feedback from these groups has been considered in refining the proposal for the new support service. A workshop with social landlords and Furniture reuse organisations discussed options to how goods left in vacant homes could be used to support people moving into new homes.

The results of the consultation are available in the consultation **summary report** but in brief are as follows:

A majority of the respondents to LCC consultation are from organisations from both public and voluntary and community sectors. Over 30% of the respondents are individuals. Over 50% of the respondents had supported someone to apply for LWP.

Over 90% of the organisations who responded support vulnerable people. The organisations provide the following support:

- Benefits advice and support
- Legal advice and representation
- Welfare rights advice and support
- Help with food
- Housing advice and support
- Help with refurbished furniture or repaired appliances
- Money management/ debt advice
- Hardship funds
- Specialist information and advice for people with specific needs such as domestic violence/ ex-offenders/ mental health needs

All organisations responding worked with vulnerable people with a majority supporting people who are homeless or at risk of homelessness or people with mental health needs.

Just over half of the respondents tended to agree with the proposals, with investment in existing support organisations, the most preferred element, with continuation of service lead by LCC and administration costs being kept low as the next most preferred elements.

Just under 50% of the respondents tended to disagree with the proposal with the signposting element and not providing immediate direct help with goods. Respondents expressed concern about the effectiveness of the signposting service.

A large percentage of the respondents felt that the new service offer will have a negative impact on people requiring help as the signposting service would result in people being

passed back and forth between agencies. It would affect people being resettled in a new home and have an immediate need for white goods or furniture. It would affect people who need emergency cash for fuel or food.

Top five vulnerable groups that are likely to require help from the support service over the next 3 years are:

- People who are homeless or at risk of homelessness
- People experiencing domestic violence
- People with mental health needs
- People leaving care institutions
- Offenders, ex-offenders, those at risk of offending and people leaving prison.

In summary, LCC retaining responsibility for welfare support; investment in local support services was welcomed, however concern expressed about lack of direct support and that signposting service would not help people in a crisis. Some indication is given above as to the groups likely to be most impacted by the proposed new service.

To respond to the concern expressed on the effectiveness of the signposting services, LCC's proposal has been revised with the established First Contact service being the main contact for requests for help instead of the Customer Contact Service. First Contact already signposts referrals received from partner agencies to relevant support organisations and follows up on the outcome of the referral.

<b>16.</b>	Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?
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The proposed six month trial period will help to identify vulnerable people who are not already supported by an agency and require help. It will help to identify whether support pathways developed need to be revised or any other measures need to be developed to support specific vulnerable groups and implemented to fill gaps identified. A further equality analysis will be conducted if needed.

The funding profile for the new support service will be reviewed after the six month trial period to ensure that the limited funding is targeted appropriately to support priority vulnerable groups.

The service may possibly be extended for three months to allow time for assessment and decisions for revised arrangements to be agreed and implemented.

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

<b>17.</b>	Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> does this consultation tell you about each of the diverse groups?
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Some vulnerable people will initially seek help from specific support agencies such as those working with Domestic Violence or Ex-offenders and it is proposed to develop local arrangements to enable these agencies to increase their support to these vulnerable people.

<b>18.</b>	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?
	Regular meetings will be held during the pilot six month period with both internal and external partners particularly district councils to deliver LWP services to understand the demand for support and whether the pathways identified are providing appropriate support to people seeking help. Service user opinion views will be sought by the First Contact Service. This information will be considered with the resources available to identify pathways that need to be reviewed or developed and the funding profile for 2015/16 and beyond.

<b>Section 3 B: Recognised Impact</b>	
<b>19.</b>	Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.
	<b>Comments</b>
	<p style="text-align: right;"><b>Age</b></p> <p>Young people leaving care who are not fully supported may face difficulty resettling into a new home and learn independence. The signposting service lead by First Contact would help to identify relevant agencies that young people find accessible and who support them with their issues, with possibly some direct material support.</p> <p>First Contact already has a well-established signposting service working with local agencies to assist older people. The links between the existing and new will increase the number of older people who seek support with possibly some direct material support.</p>
	<p style="text-align: right;"><b>Disability</b></p> <p>People with disabilities particularly mental ill health may face difficulty accessing support to help them with the right support to live independently. Consultation has identified that this group is most likely to require help from support services over the next three years. The signposting service would help to identify relevant agencies that support people with disabilities particularly people with mental ill health on a range of issues and whether local arrangements need to be put in place to support people with disabilities including some direct material support. Disadvantages can be compounded as poverty and disabilities are strongly linked affecting a person's wellbeing.</p>

<b>Gender Reassignment</b>	The signposting services will work with local partner agencies supporting people in relation to their gender reassignment to identify support that is appropriate to the person's need.
<b>Marriage and Civil Partnership</b>	Domestic violence is a high priority and the Relationship breakup
<b>Pregnancy and Maternity</b>	Some expectant mothers or those who have given birth may need support for their family. The signposting service would help to identify relevant support agencies that would be able to offer appropriate help to the family.
<b>Race</b>	The signposting service together with local partner support agencies working with people from diverse backgrounds will increase the reach of support from the new service to all groups of people. Over 60% of the respondents supported people from ethnic groups and have a network of contacts to seek further support if required.
<b>Religion or Belief</b>	Although no faith based groups responded to the consultation, a number of respondents supported people from religious minorities. The signposting service with local partner agencies will be working with local faith groups supporting vulnerable people. These arrangements will increase the reach to people from faith groups who may not necessarily approach statutory agencies for support.
<b>Sex</b>	The service will be accessible to both sexes. Over 58% (Nov 14) of the applicants are women. The signposting services will work with local partner agencies to identify appropriate help that may need to be gender specific for those requesting such help. This would include working with agencies supporting those affected by domestic abuse.
<b>Sexual Orientation</b>	The signposting services will work with local partner agencies supporting people in relation to their sexual orientation to identify support that is appropriate to the person's need.
<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	The signposting service will work with local agencies to increase its reach including being more accessible to people in rural isolation and those who are on low incomes. The signposting service will seek to identify which groups or people from particular areas are seeking help to identify possible local measures that could be developed with local partners to provide appropriate support. Consultation respondents supported vulnerable

		groups and disadvantaged communities.
	<b>Community Cohesion</b>	Development of local support measures through local support partners possibly through Local Area Co-ordinators will help develop local capacity and community cohesion.

<b>20.</b>	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics?	
		<b>Comments</b>
	<b>Part 1: The Convention- Rights and Freedoms</b>	
	<b>Article 2: Right to life</b>	The new service is expected to identify any risk to individuals seeking help and to sign post them to appropriate support services.
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	There is an expectation that support service providers will report any safeguarding concerns and have suitable policies and procedures in respect of safeguarding, whistle-blowing.
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>	
	<b>Article 5: Right to liberty and security</b>	
	<b>Article 6: Right to a fair trial</b>	People contacting First Contact for assistance will be able to request a review of the appropriateness of the service received.
	<b>Article 7: No punishment without law</b>	
	<b>Article 8: Right to respect for private and family life</b>	Some material help may be available through local support agencies such as furniture reuse organisation or food bank to help the person seeking help to have some elements to have a home and a family life. The service will offer some help to supporting parent and children affected by domestic abuse to have a private family life.
	<b>Article 9: Right to freedom of thought, conscience and religion</b>	
	<b>Article 10: Right to freedom of expression</b>	
	<b>Article 11: Right to freedom of assembly and association</b>	
	<b>Article 12: Right to marry</b>	
<b>Article 14: Right not to be</b>		

	<b>discriminated against</b>	
	<b>Part 2: The First Protocol</b>	
	<b>Article 1: Protection of property/ peaceful enjoyment</b>	
	<b>Article 2: Right to education</b>	
	<b>Article 3: Right to free elections</b>	
<b>Section 3</b>		
<b>C: Mitigating and Assessing the Impact</b>		
Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.		
<b>21.</b>	If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons.	
<p>The change from the current LWP service to the proposed signposting service will have some adverse impact on some vulnerable people who urgently need material goods to resettle into a new home or replace an item such as cooker or fridge affecting their health or family.</p> <p>The immediate request for help may be a result of complex issues affecting the person and an award of material goods would not necessarily help the person to tackle the complex issues such as loss of employment; reduction in working hours; delays with benefit payments or multiple debts to utilities, landlords and other agencies.</p> <p>Signposting to local support organisations should help to the person to receive more appropriate support in relation to complex issues (i.e. budgeting and benefit advice). Some agencies may be able to help with direct material support such food parcels or refurbished furniture.</p>		
N.B.		
<p>i) If you have identified adverse impact or discrimination that is <u>illegal</u>, you are required to take action to remedy this immediately.</p> <p>ii) If you have identified adverse impact or discrimination that is <u>justifiable or legitimate</u>, you will need to consider what actions can be taken to mitigate its effect on those groups of people.</p>		
<b>22.</b>	<p>Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <p>a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination</p> <p>b) consider what barriers you can remove, whether reasonable adjustments</p>	

	<p>may be necessary, and how any unmet needs that you have identified can be addressed</p> <p>c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why</p>
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The six month pilot with regular reviews will help with identification of adverse impacts in relation to specific groups. On-going engagement with districts, local community support agencies and service users will help to develop possible pathways to mitigate some of the adverse impacts. It is likely, that for some people and circumstances, there will be no facility to mitigate adverse without referral to charities for hardship funds.

### Section 3

#### D: Making a decision

<b>23.</b>	Summarise your findings and give an overview as to whether the policy will meet Leicestershire County Council's responsibilities in relation to equality, diversity, community cohesion and human rights.
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The consultation on the new signposting and support service to replace LWP identifies a number of vulnerable groups who would fall with a number of protected characteristic groups will be affected by the new service.

The Council is committed to deliver a primary prevention service for vulnerable people that also addresses their underlying issues using the savings from the current service that are stretched for the next five years. The Council will contribute towards the service in the later years.

### Section 3

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

<b>24.</b>	<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>Initially during the pilot period, regular monitoring meetings will be held with specific partners to identify any adverse impacts and gaps. This will be followed by quarterly meetings, with annual reviews to agree changes to the funding profile as it tapers down each year.</p>
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<b>25.</b>	<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 proposal and recommendations will be shared with identified stakeholders and built into the regular monitoring and review of the new service.</p>
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**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.

<b>Equality Objective</b>	<b>Action</b>	<b>Target</b>	<b>Officer Responsible</b>	<b>By when</b>
Review pilot after 6 months including equality analysis	To review the effectiveness of the signposting service particularly in relation to protected characteristics	October 2015	Anjana Bhatt	
To ensure that the new service is embedded in the wider Prevention offer from the public sector	The Unified Prevention Board will monitor the impact of the new service and wider welfare changes	On-going	Anjana Bhatt	
Monitor that appropriate pathways are in place for people from protected characteristics	Analyse monitoring information to identify gaps in pathways	On-going	Anjana Bhatt	
Monitoring of service users on the service and outcomes	First Contact follow up	On-going	First Contact/ Other partners	
Promoting the new service widely to communities of interest	To work with the engagement and representation provider AgeUK (Leics & Rutland)	On-going		

Monitoring the effectiveness of signposting	Regular liaison with First Contact service and partners	On-going	Anjana Bhatt/ First Contact	
Supporting communities to work better together to ensure that previous users are not disproportionately disadvantaged	<p>Stakeholder workshops to bring groups together and other initiatives</p> <p>Working with district councils to provide solutions such help with:</p> <ul style="list-style-type: none"> <li>• food via food banks</li> <li>• heating</li> <li>• advice on housing and benefits</li> </ul> <p>Working with VCS to provide refurbished furniture and white goods and advice on housing and benefits</p>	On-going	Anjana Bhatt	

## Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website.

### Section 4

#### A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

**Equality and Human Rights Assessment Screening**

**Equality and Human Rights Assessment Report**

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

Date: .....

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

Date: .....