

# 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>	Parent Carer Assessment
<b>Department and section:</b>	Children & Family Services Department
<b>Name of lead officer/ job title and others completing this assessment:</b>	Nicci Collins – First Response Service Manager Dave Isaac – Project Manager
<b>Contact telephone numbers:</b>	<b>NC</b> – 0116 3054504 <b>DI</b> – 0116 3058022
<b>Name of officer/s responsible for implementing this policy:</b>	Remodelling Project Group: Walter McCulloch Project Assurance: Transformation Board, Lesley Hagger Project Lead: Nicci Collins
<b>Date EHRIA assessment started:</b>	12 March 2015
<b>Date EHRIA assessment completed:</b>	

# 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.

### What is new or changed in this policy? *What has changed and why?*

Historically, the County Council has considered a parent carer's needs within the context of the disabled child's assessment. If the need for additional support to the parent carer was then identified, largely relating to respite needs or home care, the service provision would be embedded within the child's support plan.

The Children and Families Act 2014 states that parent carers have the rights to stand-alone assessments and new rights to services. This Act amends the Children Act 1989 (CA 1989) to require local authorities to assess parent carers on the appearance of need or where an assessment is requested by the parent. This is called a "parent carers' needs assessment".

In addition to this duty, the County Council also has the following responsibilities:

- a. Identification of parent carers through reasonable steps (s.17ZD (14) Children Act 1989)
- b. To provide parent carers with information about their rights so that they can make informed decisions about their lives
- c. To Assess whether a parent carer has needs for support and if so, what these are (The assessment must focus on the well-being of the parent carer)
- d. To Determine whether it is appropriate for the parent to provide, or continue to provide, care for the disabled child, in the light of the parent's needs for support, other needs and wishes(s17ZD(9) Children Act 1989)

It is important to note that this part of the CA 1989 [s17 ZD] is not yet in force . It was added to the CA 1989 on 01 March 2015 by the Care Act implementation but has not yet been subject to a commencement order. As such actual provisions are not yet in force and the Council's procedures and processes will be reviewed following issuing of regulations and statutory guidance.

The criteria for assessment as a 'parent carer' are primarily and statutorily linked to being able to identify the disabled child and his or her family as persons for whom the County Council may provide services under s 17 Children Act 1989. The County Council uses the statutory definition of disability as set out in Children Act 1989 section 17 (11) as follows:-

***'A child is disabled if he/she is blind, deaf or dumb or suffers from mental disorder of any kind or is substantially and permanently handicapped by illness, injury or congenital deformity or such other disability that maybe prescribed'.***

- 1.[Link to the Leicestershire Local Offer](#)
- 2.[Children and Family Act 2014, section 97\(9\)](#)
- 3.[Paramountcy Principle](#)

	<p><b>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></b></p> <p>The implementation of the Parent Carer Needs Assessment will impact on the Strengthening Leicestershire Families service in that certain staff groups within that service will now have to complete Parent Carer Needs Assessments with service users.</p> <p>2. There will also be an impact on a variety of service areas within the Children’s &amp; Families Service primarily the Disabled, Children’s Service, First Response &amp; Strengthening Families. The impact will be in terms of an increased work load in terms of staff completing assessments and producing / reviewing support plans (if required) as well as a budgetary impact for satisfying parent carers support needs.</p>
3.	<p><b>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</b></p> <p><b>Statutory duties</b> - The criteria for assessment as a ‘parent carer’ are primarily and statutorily linked to being able to identify the child as one with a disability. The County Council uses the statutory Children Act 1989 definition of disability. For the purposes of the duties to vulnerable children and their families, the definition of disability as set out in Children Act 1989 section 17 (11) is applicable –</p> <p><b><i>‘A child is disabled if he/she is blind, deaf or dumb or suffers from mental disorder of any kind or is substantially and permanently handicapped by illness, injury or congenital deformity or such other disability as may be prescribed’.</i></b></p> <p>You are a parent carer if you provide care to a child under 18 who is:</p> <p>Blind: <i>Where a child is blind or partially sighted</i>  Deaf: <i>Where a child is deaf or hard of hearing</i>  Dumb: <i>Where a child has lost the ability to speak or was born without the ability to speak</i>  Congenital deformity: <i>This includes a broad range of congenital abnormalities existing from birth. Although these abnormalities are permanent in nature, some may not cause substantial need.</i>  Mental Disorder: <i>Any disability of the mind as defined in the Mental Health Act 2007 and including developmental disorders such as ADHD, Autism, Asperger Syndrome and OCD.</i></p> <p>Illness: <i>The child/young person has a substantial and permanent disability cause by illness e.g. polio or injury caused by a car accident or self-harm.</i></p> <p>Learning Disability: <i>The child/young person has a substantial and permanent learning disability (defined as a state of arrested or incomplete development of the mind which includes significant impairment of intelligence and social functioning).</i></p> <p>In this statutory definition, the reference ‘Of any kind’ refers to ‘blind, deaf, dumb or mental</p>

1. [Link to the Leicestershire Local Offer](#)
2. [Children and Family Act 2014, section 97\(9\)](#)
3. [Paramountcy Principle](#)

disorders' and the reference '*Substantially and permanently*' refers to handicapped, illness, injury or congenital deformity or other disability. In all situations in determining whether a child has a disability, the effect of the impairment needs to be considered (Equality Act 2010) i.e. the child will be considered to have a disability if the impairment has lasted for at least 12 months, is likely to last for at least 12 months or it is likely to last for the rest of the life of the person affected. The Equality Act sets out the following exclusion from the definition- *Addiction to, or dependency on, alcohol, nicotine, or any other substance (other than in consequence of the substance being medically prescribed)*.

'Mental Disorder' is defined in the Mental Health Act 1983 as any disorder or disability of the mind (s1(2) MHA 1983) .

Any parent carer is entitled to an assessment if they feel they are or will be in need of support. The assessment will be carried about by the local authority in which that child lives.

Leicestershire Family Voice Parent Carer Forum have twice commented on the intended parent carer local offer information and helpfully commented on a number of issues, concerns about the use of the statutory language or insufficient information about types of need that will be accepted by the local authority as types of disability. These views/comments were accepted and changes made to the local offer.<sup>1</sup>

The Parent Carer Forum also continue to strongly object to Leicestershire County Council's continued use of the Children Act 1989 17 (11) definition of disability. Their view is that the Children Act definition is very narrow, and may exclude some families who would be included under the broader definition within the Equality Act 2010. The Parent Carer Forum asked that the County Council show how 'due regard' has been given to the consequences of their decision to use the Children Act definition as opposed to the Equality Act definition.

For the purposes of this the following information is included:

Not all families and children with additional needs relating to a condition will need the same level of support. Some will need more than others because of the nature and severity of their child's disability, infirmity or condition. Some families may need more support because of their individual family circumstances or because of scarcity of support services in the area in which they live.

Where there is dispute as to whether a child has a disability, a Child in Need Assessment may need to be completed to consider eligibility.

Where from the outset it is clear that the parent/carer does not meet the criteria for a parent carer assessment because the child is not considered to have a disability under the Children Act 1989, the family may still be entitled to a Child in Need Assessment under S17 of the Children Act 1989. There are children who may have time limited infirmities, for example as result of a car accident, and although the infirmity may not be considered permanent or substantial, the effect requires temporary caring responsibilities or is having a significant impact on family life and/or individual family members. The assessment should consider the whole family's needs to ensure the right kind of and amount of support is provided at the right time from universal and targeted services and were necessary, additional support from children's social care specialist services.

These children/young people and their families are entitled to a statutory Child in Need assessment to determine the best support plan to meet their needs, but may not be entitled to support packages for disabled children or may not require a continuing care plan.

1.[Link to the Leicestershire Local Offer](#)

2.[Children and Family Act 2014, section 97\(9\)](#)

3.[Paramountcy Principle](#)

**Service Users** – The Children and Families Act 2014 amends the Children Act 1989 to require local authorities to assess parent carers on the appearance of need or where an assessment is requested by the parent. Local authorities are also required to take “reasonable steps” to identify eligible parent carers and to provide them with information about their rights. The initial target group of Parent Carers to be targeted are those with children with Special Educational Needs (SEN) that are deemed to have severe needs and whose statements are to be reviewed in the 12 month period April 2015 to April 2016. Information regarding the service is also to be included in the local offer pages on the LCC website where parent carers in general are provided information and are informed as to their rights and how to request an assessment.

A parent carer is entitled to a statutory assessment to determine the level of need which will inform support options, but may agree to their needs considered within the assessment of their disabled child or may choose to consider a range of other support options available from universal and targeted services and/or Leicestershire’s early help services.

The County Council is not directed to provide particular services but has a duty to decide whether the parent carer or disabled child has a need for support and whether those needs could be met wholly or partly by services provided under s17 Children Act and if so whether or not to provide such services [s.17ZFChildren Act 1989].

The assessment is the tool by which the parent carers needs can be best understood and as a result the most appropriate means of meeting these needs identified.

**LCC Employees** – Leicestershire County Council has an Equality, Diversity & Stronger Communities Charter (Promoting Fairness and Bringing People together). The County Council is committed to Leicestershire – to its people, places, communities and individuals. We want Leicestershire to be a place with a shared commitment to equality and where diversity is valued. The Joint Carer Strategy also acknowledged the importance of carers and the County Council's commitment to helping carers. Employees who are Parent Carers will receive the same consideration and statutory assessment entitlement as any other Parent Carer and where appropriate, for reasons of confidentiality and confidence, it may be that the Parent Carer wishes for the assessment to be completed independently.

Employers should consider the LCC HR policies to support employees who are carers and the Carers in Employment Charter which includes information on flexible working arrangements, leave entitlement, bereavement support and time off for emergencies. The policies also refer to 'tools such as the 'My Profile Support Sheet' which can assist the employer and employee establish the appropriate work support plan.

**External Service Providers** – Parents and parent carers who aren't eligible to receive a support plan from LCC will be signposted to the relevant agencies that can support them, if appropriate. If the assessment outcome is that the parent or Parent Carer needs can be met within the community, additional support services will not be made available. The worker will be able to provide the Parent Carer with information to help access local service and if necessary, help make these links.

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)**

- 1.[Link to the Leicestershire Local Offer](#)
- 2.[Children and Family Act 2014, section 97\(9\)](#)
- 3.[Paramountcy Principle](#)

	<b>Yes</b>	<b>No</b>	<b>How?</b>
<b>Eliminate unlawful discrimination, harassment and victimisation</b>	<b>X</b>		This service will ensure that the support needs of Parent Carers of disabled children will be fully assessed and if eligible the right level of support will be provided or they will be signposted to the relevant local provision.
<b>Advance equality of opportunity between different groups</b>	<b>X</b>		Whilst Parent Carers may already be receiving support as part of their child's support plan this service will take into account the specific needs of Parent Carers in order to afford them equality of opportunity.
<b>Foster good relations between different groups</b>	<b>X</b>		This service will ensure that equality, diversity and community cohesion are actively promoted throughout the process with input and advice from the Parent Carer Forum.

1. [Link to the Leicestershire Local Offer](#)
2. [Children and Family Act 2014, section 97\(9\)](#)
3. [Paramountcy Principle](#)

## Equality Questionnaire

This questionnaire is a pre Equality Impact Assessment tool which will enable you to decide whether or not the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service needs to go through a full Equality Impact Assessment. For further information on the equality questionnaire see the [guidance](#).

<b>Name of policy/ practice/ procedure/ function/ service being assessed:</b>	Parent Carer Assessment		
<b>Department and Section:</b>	Children and Family Services		
<b>Name of lead officer and others completing this assessment:</b>	Nicci Collins		
<b>Contact telephone numbers:</b>	0116 3054504		
<b>Date EIA assessment completed:</b>	16/03/2015		
<b>1.</b>	<b>What is its purpose?</b>	To provide Parent Carers of children with a disability their statutory right to an assessment of their need for support from the local authority in addition to that already delivered via their child's support plan as stated in Children Act 1989.	
<b>2.</b>	<b>What are its main objectives?</b>	<p>To satisfy the County Council's statutory requirement as stated in Children Act 1989.</p> <p>To provide a process to assess the support needs of Parent Carers</p> <p>To provide Parent Carers with a support plan where appropriate</p> <p>To signpost Parent Carers to the relevant agencies if the authority is not able to support their needs</p> <p>To implement system changes to support staff in recording the assessment and support plan data</p>	
<b>3.</b>	<b>What will it achieve? Who are its beneficiaries?</b>	This will benefit Parent Carers of children with a disability and fulfil the authorities statutory responsibility to provide Parent Carer with an assessment of their needs	
<b>4.</b>	<b>Who is responsible for implementing it?</b>	Project Assurance: Transformation Board, Lesley Hagger Project Lead: Nicci Collins	
		<b>Yes</b>	<b>No</b>
<b>5.</b>	Has prior consultation on the proposal been undertaken?	<b>X</b>	
<b>6.</b>	Has this consultation indicated any dissatisfaction with it from a particular section of the community?	<b>x</b>	
<b>7.</b>	<b>If yes to Question 6, please state what this dissatisfaction is:</b>		

<p>The Parent Carer Forum continue to strongly object to Leicestershire County Council's continued use of the Children Act 1989 17 (11) definition of disability. Their view is that the Children Act definition is very narrow, and may exclude some families who would be included under the broader definition within the Equality Act 2010. The Parent Carer Forum asked that the County Council show how 'due regard' has been given to the consequences of their decision to use the Children Act definition as opposed to the Equality Act definition.</p> <p>Legal advice has been received in relation to the objection. This advice confirmed that in effect the Council is at this stage simply applying the statutory framework. When the Secretary of State issues regulations on this, it may affect the interpretation.</p>			
		<b>Yes</b>	<b>No</b>
<b>8.</b>	Is there evidence or any other reason to suggest that it could have a different effect or adverse impact on any section of the community? Or more specifically, one or more of the protected characteristics?		<b>X</b>
<b>9.</b>	Is a system in place to monitor its impact?	<b>X</b>	
<b>10.</b>	<p><b>If yes to Q9, what does this monitoring show?</b></p> <p>The Parent Carer Assessment and Support Plan process has not yet been implemented. Predicted impact will be addressed through demand and budget monitoring.</p>		
<p><b>Note:</b> If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on all nine protected characteristics.</p>			
<b>11.</b>	<p>Who is likely to be affected by the proposal? Which of the protected characteristics? Explain how each protected characteristic is likely to be affected below: [NB. Alternatively, if no protected characteristic is deemed to be affected, please explain why]</p>		
	<b>Yes</b>	<b>No</b>	<b>Comments</b>
<b>Age</b>	<b>X</b>		<p>The Parent Carers of children with a disability will receive the support as set out in the Act. The Parent Carer will have a right to assessment , regardless of the Parent Carer's age.</p> <p>The Act requires the County Council to consider the Parent Carer as a 'service user' in their own right but also requires the County Council to include in the assessment whether <i>'it is appropriate for the parent carer to provide, or continue to provide, care for the disabled child'</i><sup>2</sup>. In this respect the 'Paramountcy Principle' continues to apply i.e. the welfare of the child is paramount<sup>3</sup>.</p> <p>When the child reaches the age of 18, the responsibility for their care and the care of the parent carer, transfers to Adult Social Care. Further information can be found at: <a href="#">Transition to Adulthood for Disabled Children</a></p>

1.[Link to the Leicestershire Local Offer](#)

2.[Children and Family Act 2014, section 97\(9\)](#)

3.[Paramountcy Principle](#)




			<a href="#">Information for carers, Adult Social Care</a>
<b>Disability</b>	<b>X</b>		Where the Parent Carer has a need in their own right e.g. they have a disability or a learning need, Adult Social Care will try to provide the right amount of support following the completion of an assessment. This service can be access through:  Adult Social Care Customer Services  Phone: 0116 305 0004  Email: <a href="mailto:adultsandcommunitiescsc@leics.gov.uk">adultsandcommunitiescsc@leics.gov.uk</a>
<b>Gender Reassignment</b>		<b>X</b>	Regardless of gender, where a Parent Carer has significant needs of their own the desired outcome is that they will receive an appropriate service directly from the Children and Family Service or through engagement of universal/targeted service.
<b>Marriage and Civil Partnership</b>		<b>X</b>	Regardless of relationship status, Parent Carers needs are central to decision making.
<b>Pregnancy and Maternity</b>	<b>X</b>		It may be that planning prior to a child's birth is a necessary to ensure that the right support is in place. A parent who is pregnant with a child who is believed to have a disability may want to explore support options before the child's arrival. Expectant parents will be supported to access appropriate services and where appropriate a pre-birth assessment will be completed.
<b>Race</b>		<b>X</b>	Regardless of race, Parent Carers needs are central to decision making. They will receive an appropriate service from the Children and Family Services.
<b>Religion or Belief</b>		<b>X</b>	Regardless of religion or belief, Parent Carers needs are central to decision making. They will receive an appropriate service from the Children and Family Services.
<b>Sex</b>		<b>X</b>	Regardless of children's sex, Parent Carers needs are central to decision making. They will receive an appropriate service from the Children and Family Services.

1.[Link to the Leicestershire Local Offer](#)

2.[Children and Family Act 2014, section 97\(9\)](#)

3.[Paramountcy Principle](#)



1<sup>st</sup> Authorised signature (Lead Officer): 

Date: 18.6.14

2<sup>nd</sup> Authorised Signature (Member of DMT): .....

Date: .....

**Once completed and authorised by the Departmental Equalities Group, this Equality Questionnaire will need to be published on our website. Please send a copy of this form to the Members Secretariat in the Chief Executives Department to [louisa.jordan@leics.gov.uk](mailto:louisa.jordan@leics.gov.uk)**

- [1. Link to the Leicestershire Local Offer](#)
- [2. Children and Family Act 2014, section 97\(9\)](#)
- [3. Paramountcy Principle](#)

1. [Link to the Leicestershire Local Offer](#)
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3. [Paramountcy Principle](#)

# Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

## Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's Equality Strategy.

### Section 3

#### A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

15.	<p><b>Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you now explored the following and <u>what</u> does this information/data tell you about each of the diverse groups?</b></p> <ul style="list-style-type: none"> <li>a) <b>current needs and aspirations and what is important to individuals and community groups (including human rights);</b></li> <li>b) <b>likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);</b></li> <li>c) <b>likely barriers that individuals and community groups may face (including human rights)</b></li> </ul>
16.	<p><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?</b></p>
17.	<p><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?</b></p>
18.	<p><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?</b></p>

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**Section 3**  
**B: Recognised Impact**

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

<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>	•

<p><b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b></p>	
<p><b>Article 4: Right not to be subjected to slavery/ forced labour</b></p>	N/A
<p><b>Article 5: Right to liberty and security</b></p>	N/A
<p><b>Article 6: Right to a fair trial</b></p>	
<p><b>Article 7: No punishment without law</b></p>	N/A
<p><b>Article 8: Right to respect for private and family life</b></p>	
<p><b>Article 9: Right to freedom of thought, conscience and religion</b></p>	N/A
<p><b>Article 10: Right to freedom of expression</b></p>	N/A
<p><b>Article 11: Right to freedom of assembly and association</b></p>	N/A

	<b>Article 12: Right to marry</b>	N/A
	<b>Article 14: Right not to be discriminated against</b>	
<b>Part 2: The First Protocol</b>		
	<b>Article 1: Protection of property/ peaceful enjoyment</b>	N/A
	<b>Article 2: Right to education</b>	N/A
	<b>Article 3: Right to free elections</b>	N/A
<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.	



<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> <ul style="list-style-type: none"> <li>a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination</li> <li>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</li> <li>c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why</li> </ul>
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**Section 3**  
**D: Making a decision**

<b>23.</b>	<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.</b>
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**Section 3**  
**E: Monitoring, evaluation & review of your policy**

<b>24.</b>	<b>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?</b>
<b>25.</b>	<b>How will the recommendations of this assessment be built into wider planning and review processes?</b> <i>e.g. policy reviews, annual plans and use of performance management systems</i>

**Section 3:  
F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

<b>Equality Objective</b>	<b>Action</b>	<b>Target</b>	<b>Officer Responsible</b>	<b>By when</b>
Eliminate unlawful discrimination, harassment and victimisation	Evaluate the impact of changes on specific services	Ensure that specific negative impacts are identified and mitigated where possible	Project Manager	Ongoing
Advance equality of opportunity between different groups	Evaluate responses to ongoing consultation, including Children in Care Council and DCS consultations that started in January 2015	Ensure that our understanding of stakeholder views is complete and up to date	Project Manager	April 2015
Advance equality of opportunity between different groups	Ensure that further consultation around Child Protection and Children's Centres is carried out and included in Project Plans as required	Ensure that our understanding of stakeholder views is complete and up to date	Relevant service manager Project Manager	Ongoing

## 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. Please send a copy of this form to [louisa.jordan@leics.gov.uk](mailto:louisa.jordan@leics.gov.uk), Members Secretariat, in the Chief Executive's department for publishing.

### 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: 18<sup>th</sup> May 2015