

# **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>   | Prevention Services – Ex Offenders and Risk of re-offending   |
| <b>Department and section:</b>  | Strategic Planning & Commissioning  |
| <b>Name of lead officer/ job title and others completing this assessment:</b> | Amanda Price<br>Ian Mellor  |
| <b>Contact telephone numbers:</b>   | 0116 3057364 / 0116 3059419   |
| <b>Name of officer/s responsible for implementing this policy:</b>            | Strategic Planning & Commissioning Officers;<br>Ian Mellor, Carin Davies, Louise Melbourne,<br>Martin Hall and Amisha Chauhan |
| <b>Date EHRIA assessment started:</b>   | 26 <sup>th</sup> February 2014  |
| <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.

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|---|--|
| 1 | <p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>The Strategic Planning and Commissioning Team are developing a revised prevention service offer which reflects the longer term strategic vision, offering greater opportunity to align services with need and to move to an outcome based framework. It is important to clarify that the main focus of the review is Secondary Prevention/Early Help as defined in the prevention work lead by Public Health during 2012: <i>'This is aimed at identifying people at risk and halting or slowing down any deterioration. Interventions are aimed at identifying people at risk of specific health conditions or events (such as strokes or falls) or those that have existing low level social care needs'</i>.</p> <p>A number of Voluntary Sector and Housing Related Support services are being reviewed to ensure alignment of future commissioned services to the secondary prevention model see definition below.</p> <p>Initial work on the review of preventative services has identified a number of inconsistencies in commissioned services, specifically around preventative services that are being accessed by people who are eligible for social care under Fair Access to Care Services (FACS), or where there is some likelihood of crossover to the care-pathway.</p> <p>In Summer 2013 – The County Council announced a five year savings requirement of £110m. The County Council undertook a detailed budget consultation to inform the Medium Term Financial Strategy (MTFS). Adults and Communities spend £9 million on Housing Related Support and Voluntary sector – it has been identified that we need to save £3.5 million by 2016/17</p> <p>Therefore, in response make these significant savings, we shall ensure that service delivery is aligned with strategic priorities of the department and that positive outcomes are being achieved for service users.</p> <p>As stated above, the prevention review includes a wide range of services, including housing related support for ex-offenders and those at risk of offending. It is the cohort of service users accessing that particular service that is the focus of this EHRIA and the services that are commissioned by the Adults and Communities Department that they may currently access are:</p> <ul style="list-style-type: none"><li>• Countywide short-term accommodation-linked floating support for offenders - provided by Adullam Homes Housing Association)</li><li>• Short-term floating support for offenders (including high risk offenders) –provided by Nacro Community Enterprise Ltd</li></ul> |
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|   | <p>The contracts for both services have been extended up to a maximum of 30<sup>th</sup> September 2014.</p> <p>Both services offer a flexible support package tailored to the support needs of individuals who are ex-offenders or at risk of re-offending. The support is focussed on a range of eligible support tasks, including:</p> <ul style="list-style-type: none"> <li>• Enabling substance misusers to maintain independent living arrangements/tenancy sustainment</li> <li>• Effective risk assessment and management</li> <li>• Engaging and signposting to other agencies</li> <li>• Enabling ex-offenders and those at risk of re-offending to access employment, education and training opportunities</li> <li>• Assisting offenders to comply with their sentences</li> <li>•</li> </ul> <p>Contract monitoring data, including the most recent client records, show that during Quarter 3 of 2013/14 (October to December 2013) 117 service users accessed the services (7 service users accessing the Countywide short-term accommodation-linked floating support service and 110 service users accessing the • Short-term floating support for offenders service.</p>  |
| 2 | <p>Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i></p> <p>The findings of the review could potentially impact on a range of different services in social care and communities &amp; wellbeing. Successful preventative services would reduce demand and future pressure on budgets and services such as residential, domiciliary care and carer's services.</p> <p>During initial work on the review it has been identified that a number of existing housing related support services need to be aligned with the care pathway as individuals accessing the services are eligible for adult social care services. In addition, services for which individuals are eligible for social care services and which fall within the wider departmental prevention offer include personal budgets for carers (as dictated by the new Care Bill) and carers assessments.</p> <p>Discussions shall take place with key partners such as Public Health, housing the probation service etc. to establish responsibilities for elements of future support. In this way, the consultation period between April and July 2014 will inform future commissioning options arising out of the review, including future commissioning options for services and support for substance misusers.</p> |
| 3 | <p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The strategic review has the potential to affect anybody living in Leicestershire over the age of 18 years.</p> <p>The review seeks to establish the effectiveness of currently commissioned preventative services and consider how best to use the revised budget to ensure best outcomes for service users (present and future).</p>   |
| 4 | <p>Will this policy meet the Equality Act 2010 requirements to have due regard to</p>   |

| the need to meet any of the following aspects? <b>(Please tick and explain how)</b> |     |    |  |
|---|-----|----|--|
|   | Yes | No | How?   |
| Eliminate unlawful discrimination, harassment and victimisation                     | X   |    | The review process so far has enabled a good overview of preventative services – in terms of its determinants, interventions that help aid recovery, and to establish what service provision is most likely to benefit the people of Leicestershire in a way that is cost-effective to the department. This has also enabled identification of those groups and individuals who are likely to benefit from the proposed commissioning intentions. Conversely, it has also allowed consideration of any groups or individuals who might be adversely affected by the proposals and to establish what mitigating actions are required to enable them to access other support and services. |
| Advance equality of opportunity between different groups                            | X   |    | As above.  |
| Foster good relations between different groups                                      | X   |    | As above – the review also seeks to establish community opportunities for those experiencing problems and using the services to access preventative services alongside other community-based/universal services. This has the potential to encourage community cohesion and develop relations between different groups.  |

## 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? | Yes | No* |
|----|--|-----|-----|
|    | a) their current needs and aspirations and what is         |     | X   |

|           |  |   |          |
|-----------|--|---|----------|
|           | important to them;   |   | <b>X</b> |
|           | b) any potential impact of this change on them<br>(positive and negative, intended and unintended);  |   | <b>X</b> |
|           | c) potential barriers they may face  |   |          |
| <b>6.</b> | If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?   | Provider consultation has taken place, 3 provider workshops were undertaken during January and February 2014. Further public consultation to take place from Mid April to Mid July 2014 |          |
| <b>7.</b> | Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?   |   | <b>X</b> |
| <b>8.</b> | <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>Provider workshops were held in January and February 2014. Providers were also asked to complete a questionnaire to seek further contractual information. In addition, providers were given the opportunity to have a one to one with Commissioning Officers. Results of the consultations/workshop assisted Commissioning Officers to shape the future of the Prevention model, and what services shall be required in the future. Officers of the Council shall also be carrying out Public Consultation from Mid April to Mid July 2014, to give them opportunity to comment on the proposed models. The consultation will inform final commissioning options for the future of preventative services in the County.</p> |   |          |

## Section 2

### B: Monitoring Impact

|           |  |   |           |
|-----------|--|---|-----------|
| <b>8.</b> | Are there systems set up to:   | <b>Yes</b>  | <b>No</b> |
|           | a) monitor impact (positive and negative, intended and unintended) for different groups; | Qtrly monitoring etc, will also be applicable in the future |           |
|           | b) enable open feedback and suggestions from different communities                       |   |           |
|           | c)   | Same as above   |           |

**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

9.

Use the table below to specify if any individuals or community groups who identify with any of the '[protected characteristics](#)' may potentially be affected by this policy and describe any positive and negative impacts, including any barriers.

|                   | Yes | No       | Comments  |
|-------------------|-----|----------|---|
| <b>Age</b>        |     | <b>X</b> | <p>Both services are accessible to all age groups; as it is commissioned by the Adults and Communities department this means all adults aged 18 and above. The existing services do not therefore discriminate against adults by age, nor do the contracts include specific clauses to protect this protected characteristic. This is confirmed by most recently available client records for the services (from Quarter 3, 2013/14) which show a range of ages accessing the service (ranging from 18-70 years). It is noted that the age range of those accessing the Countywide short-term accommodation-linked floating support service was more limited (21 to 35 years of age) than the age range of those accessing the Short-term floating support for offenders service(18-70 years). However, this is understood to reflect the case load at that time rather than any discrimination by age.</p> <p>The review process will not impact on people accessing the current service nor affect access to the service by age. However, during the review process, attention will be paid to any evidence of determine whether there are any issues with accessing preventative services in respect of certain age groups (i.e. older people) and the methodology adopted will take in to account these issues and specific needs. If issues are identified then service modelling will aim to resolve this issues and ensure continued and (if required) more equitable access to such services.</p> |
| <b>Disability</b> |     | <b>X</b> | Both services for ex-offenders and those at risk of re-offending are  |

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|  |  |  | <p>open to all people, regardless of disability. The existing services do not therefore discriminate against adults by disability, nor do the contracts include specific clauses to protect this protected characteristic. This is confirmed by most recently available client records for the services (from Quarter 3, 2013/14). These client records for the Short-term floating support for offenders service show service users with a range of primary and secondary needs, some of which may include disability (though only broadly expressed), including: 'generic/complex needs' and 'mentally disordered offenders' and 'mental health problems'. The description of primary and secondary needs for the Countywide short-term accommodation-linked floating support services are more limited and no specific needs that can be considered a disability are recorded. However, this is as likely to reflect the recording practices of the provider (Adullam) as the fact that none of the service users had or have had a disability such as mental health problems. Indeed, national research has shown clear links between offenders and mental ill health – for example, mental health problems are more common within prisoners than the general population (<a href="http://www.rcpsych.ac.uk/healthadvice/problemsdisorders/mentalillness/offendingand.aspx">http://www.rcpsych.ac.uk/healthadvice/problemsdisorders/mentalillness/offendingand.aspx</a> – consulted 14<sup>th</sup> April 2014). It may therefore be assumed that there is potential for those accessing the Countywide short-term accommodation-linked floating support service to have a disability such as mental health problems.</p> <p>However, the review process will not impact on people accessing the current service nor affect access to the service by disability. During the review process, attention will be paid to any evidence of interest to the review and service</p> |
|--|--|--|--|

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|  |                                       |  |          | development process will be to determine whether there are any issues with accessing preventative services in respect of disability (i.e. physical disability or mental health) and the methodology adopted will take in to account these issues and specific needs. If issues are identified then service modelling will aim to resolve this issues and ensure continued and (if required) more equitable access to such services.  |
|  | <b>Gender Reassignment</b>            |  | <b>X</b> | Current contract monitoring data (collected as client records) for the services does not include detail about gender reassignment. However, it is accepted that there is the potential for some people accessing the services to have been through gender reassignment and that a person's decision to access the service might be affected by their sexual orientation (such as social exclusion). This is of interest to the review and service development process and attempts will be made to determine whether there are any issues with accessing preventative services in respect of gender reassignment. If such issues are identified then service modelling will aim to resolve these issues and ensure continued and (if required) more equitable access to these services. It should be noted that whilst the review and service development process will consider this group there is no intention to remove access to services from this group, rather it seeks to improve these services and outcomes for customers. |
|  | <b>Marriage and Civil Partnership</b> |  | <b>X</b> | Current contract monitoring data (collected as client records) for the services does not include detail about marriage and civil partnership. However, it is accepted that some service users accessing the services may be married or in a civil partnership and that a person's decision to access the service might be affected by whether they are married or in a   |



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|  |  |  | <p>civil partnership (such as social exclusion or a feeling of being stigmatised).</p> <p>This is of interest to the review and service development process and attempts will be made to determine whether there are any issues with accessing preventative services in respect of marriage and civil partnership. If such issues are identified then service modelling will aim to resolve these issues and ensure continued and (if required) more equitable access to these services. It should be noted that whilst the review and service development process will consider this group there is no intention to remove access to services from this group, rather it seeks to improve these services and outcomes for customers.</p> |
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|  | <b>Pregnancy and Maternity</b> |  | <b>X</b> | <p>Current contract monitoring data (collected as client records) for the services does not include detail about pregnancy and maternity. However, it is accepted that some service users accessing the services may be pregnant or have recently had a baby and that a person's decision to access the service might be affected by whether they are pregnant or have recently had a baby (such as social exclusion or a feeling of being stigmatised).</p> <p>This is of interest to the review and service development process and attempts will be made to determine whether there are any issues with accessing preventative services in respect of pregnancy and maternity. If such issues are identified then service modelling will aim to resolve these issues and ensure continued and (if required) more equitable access to these services. It should be noted that whilst the review and service development process will consider this group there is no intention to remove access to services from this group, rather it seeks to improve these services and outcomes for customers.</p> |
|  | <b>Race</b>                    |  | <b>X</b> | <p>Both services are open to all people, regardless of their race. The existing services do not therefore discriminate against adults by race, nor do the contracts include specific clauses to protect this protected characteristic. This is confirmed by most recently available client records for the services (from Quarter 3, 2013/14) which shows a range of service users from a range of racial backgrounds, including Asian/Asian British: Indian, Mixed: White &amp; Black Caribbean to White: British and White: Irish.</p> <p>The review process will not impact</p>   |

|  |                           |          |          |   |
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|  |                           |          |          | <p>on people accessing the current service nor affect access to the service by race. However, during the review process, attention will be paid to any evidence of interest to the review and service development process will be to determine whether there are any issues with accessing preventative services in respect of different racial groups and the methodology adopted will take in to account these issues and specific needs. If issues are identified then service modelling will aim to resolve this issues and ensure continued and (if required) more equitable access to such services.</p>  |
|  | <b>Religion or Belief</b> |          | <b>X</b> | <p>Current contract monitoring data (collected as client records) for the services do not include detail about the religion or beliefs of service users. However, it is accepted that a person's decision to access the services might be affected by religion or beliefs (such as social exclusion or stigma within certain religious or cultural communities towards substance misusers).</p> <p>This is of interest to the review and service development process and attempts will be made to determine whether there are any issues with accessing preventative services in respect of religion or beliefs (i.e. some groups may be or feel less able to access services that others because of their religion or beliefs). If such issues are identified then service modelling will aim to resolve these issues and ensure continued and (if required) more equitable access to these services. It should be noted that whilst the review and service development process will consider this group there is no intention to remove access to services from this group, rather it seeks to improve these services and outcomes for customers.</p> |
|  | <b>Sex</b>                | <b>X</b> |          | <p>Both services are accessible to both sexes. The existing services do not therefore discriminate against adults by age, nor does the</p>  |

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|  |                           |  |          | <p>contract include specific clauses to protect this protected characteristic. This is confirmed by most recently available client records for the services (from Quarter 3, 2013/14) which shows both females (42% of service users) and males (58%) accessing the services.</p> <p>The review process will not impact on people accessing the current service nor affect access to the service by sex. There is no intention, as part of the strategic review process or future service modelling to change this in any way. However, during the review process, attention will be paid to any evidence of interest to the review and service development process will be to determine whether there are any issues with accessing preventative services in respect of the sexes and the methodology adopted will take in to account these issues and specific needs. If issues are identified then service modelling will aim to resolve this issues and ensure continued and (if required) more equitable access to such services.</p> |
|  | <b>Sexual Orientation</b> |  | <b>X</b> | <p>Current contract monitoring data (collected as client records) for the services does not include detail about the sexual orientation of service users. However, it is accepted that a person's decision to access the services might be affected by their sexual orientation (such as social exclusion). This is of interest to the review and service development process and attempts will be made to determine whether there are any issues with accessing preventative services in respect of sexual orientation (i.e. some groups may be or feel less able to access services that others because of their religion or beliefs). If such issues are identified then service modelling will aim to resolve these issues and ensure continued and (if required) more equitable access to these services. It should be noted that whilst the review and service development</p>   |

|  |  |  |          |  |
|--|--|--|----------|--|
|  |  |  |          | process will consider this group there is no intention to remove access to services from this group, rather it seeks to improve these services and outcomes for customers.   |
|  | <p><b>Other groups<br/>e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b></p> |  | <b>X</b> | <p>The services within the preventative review cover a number of services. Some of these services are specific to these groups for instance refugee communities, rural isolation, deprived or disadvantage communities.</p> <p>As part of the service development process attempts will be made to determine whether there are any issues with accessing the new services. If such issues are identified then service modelling will aim to resolve these issues and ensure continued and (if required) more equitable access to these services.</p> <p>It should be noted that whilst the review and service development process will consider this group there is no intention to remove access to services from this group, rather it seeks to improve these services and outcomes for customers. As part of the procurement process Market Development will be able to identify any gaps that need to be addressed within future services. In addition, the eligibility criteria shall be determined / detailed within the contract specification for each of the procured services.</p> |
|  | <b>Community Cohesion</b>  |  | <b>X</b> | <p>It is anticipated that the proposed service model will result in a positive impact on community cohesion. It will be proposed that some of the new services will be provided in community settings and even ran by community volunteers via the Local Area Coordinator. It is considered that the proposed model provides opportunities to work more closely with communities and this will be explored further as the specification for the service is developed.</p>  |

|   |   |            |            |  |
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| 10.   | 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?<br><b>(Please tick)</b>  |            |            |  |
|   | 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] |            |            |  |
|   |   | <b>Yes</b> | <b>No</b>  | <b>Comments</b>  |
|   | <b>Part 1: The Convention- Rights and Freedoms</b>  |            |            |  |
|   | <b>Article 2: Right to life</b>   |            | <b>X</b>   | All services are expected to identify any risks to service users and professionals and to have Health & Safety and safeguarding policies and procedures in place.  |
|   | <b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>  |            | <b>X</b>   | This article is relevant to the existing preventative services because these services offer accommodation and/or support to a variety number of individuals with various needs. As part of service delivery there is an expectation that the provider 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>X</b>   | <b>n/a</b>   |
|   | <b>Article 5: Right to liberty and security</b>   |            | <b>X</b>   | <b>n/a</b>   |
|   | <b>Article 6: Right to a fair trial</b>   |            | <b>X</b>   | <b>n/a</b>   |
|   | <b>Article 7: No punishment without law</b>   |            | <b>X</b>   | <b>n/a</b>   |
|   | <b>Article 8: Right to respect for private and family life</b>  |            | <b>X</b>   | Current accommodation based preventative services already state within the welcome packs the right for clients to have choice around having contact with family/friends.   |
|   | <b>Article 9: Right to freedom of thought, conscience and religion</b>  |            | <b>X</b>   | <b>n/a</b>   |
| <b>Article 10: Right to freedom of expression</b> |   | <b>X</b>   | <b>n/a</b> |  |
| <b>Article 11: Right to freedom</b>               |   | <b>X</b>   | <b>n/a</b> |  |

|  |   |  |   |   |
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|  | <b>of assembly and association</b>  |  |   |   |
|  | <b>Article 12: Right to marry</b>   |  | <b>X</b>                                | <b>n/a</b>  |
|  | <b>Article 14: Right not to be discriminated against</b>  |  | <b>X</b>                                | This article is relevant to the existing preventative services because these services offer support to individuals with various needs such as mental health, learning disabilities, physical disabilities, sensory impairment etc. The new services are expected to be delivered without discrimination of any kind to service users and staff. |
|  | <b>Part 2: The First Protocol</b>   |  |   |   |
|  | <b>Article 1: Protection of property/peaceful enjoyment</b>                                     |  | <b>X</b>                                | <b>Housing related support services are designed to assist with this protection, as they aim to improve the quality of life in the home and support more independent living arrangements.</b>   |
|  | <b>Article 2: Right to education</b>  |  | <b>X</b>                                | <b>Does not apply</b>   |
|  | <b>Article 3: Right to free elections</b>   |  | <b>X</b>                                | <b>Does not apply</b>   |
| <b>Section 2</b>   |   |  |   |   |
| <b>D: Decision</b>   |   |  |   |   |
| <b>11.</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; | <b>X</b>                                 |   |   |
|  | b) any section of the community may face barriers in benefiting from the proposal               | <b>X</b>                                 |   |   |
| <b>12.</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> |   |  |   |   |

|     |                              |                              |  |
|-----|------------------------------|------------------------------|--|
| 13. | Is an EHRIA report required? | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/><br><br>NB: A full EHRIA report will be required once proposals for recommissioning have been developed following public consultation. |
|-----|------------------------------|------------------------------|--|

## 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.

**14.** 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)

**15.** 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.

**16.** 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?

|            |   |
|------------|---|
|            |   |
| <b>17.</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>Section 3</b>                      |   |  |                 |            |  |                   |  |                            |  |                                       |  |
|---------------------------------------|---|--|-----------------|------------|--|-------------------|--|----------------------------|--|---------------------------------------|--|
| <b>B: Recognised Impact</b>           |   |  |                 |            |  |                   |  |                            |  |                                       |  |
| <b>18.</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. |  |                 |            |  |                   |  |                            |  |                                       |  |
|                                       | <table> <tr> <th></th><th><b>Comments</b></th></tr> <tr> <td><b>Age</b></td><td></td></tr> <tr> <td><b>Disability</b></td><td></td></tr> <tr> <td><b>Gender Reassignment</b></td><td></td></tr> <tr> <td><b>Marriage and Civil Partnership</b></td><td></td></tr> </table>  |  | <b>Comments</b> | <b>Age</b> |  | <b>Disability</b> |  | <b>Gender Reassignment</b> |  | <b>Marriage and Civil Partnership</b> |  |
|                                       | <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</b><br>e.g. rural isolation, deprivation,<br>health inequality, carers,<br>asylum seeker and refugee<br>communities, looked after<br>children, deprived or<br>disadvantaged communities |  |
|  | <b>Community Cohesion</b>   |  |

|            |  |                 |
|------------|--|-----------------|
| <b>19.</b> | <p>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?</p> |                 |
|            |  | <b>Comments</b> |
|            | <b>Part 1: The Convention- Rights and Freedoms</b>   |                 |
|            | <b>Article 2: Right to life</b>  |                 |
|            | <b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>   |                 |
|            | <b>Article 4: Right not to be subjected to slavery/ forced labour</b>  |                 |
|            | <b>Article 5: Right to liberty and</b>   |                 |

|  |  |  |
|--|--|--|
|  | <b>security</b>  |  |
|  | <b>Article 6: Right to a fair trial</b>  |  |
|  | <b>Article 7: No punishment without law</b>  |  |
|  | <b>Article 8: Right to respect for private and family life</b>   |  |
|  | <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 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>20.</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. |  |
|  |  |  |
| N.B.   |  |  |
| i) If you have identified adverse impact or discrimination that is <u>illegal</u> , you are required   |  |  |

to take action to remedy this immediately.

ii) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

- |            |  |
|------------|--|
| <b>21.</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> |
|------------|--|

### **Section 3**

#### **D: Making a decision**

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|------------|--|
| <b>22.</b> | <p>Summarise your findings and give an overview as to whether the policy will meet Leicestershire County Council's responsibilities in relation to equality, diversity, community cohesion and human rights.</p> |
|------------|--|

### **Section 3**

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

- |            |  |
|------------|--|
| <b>23.</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> |
|------------|--|

|            |   |
|------------|---|
|            |   |
| <b>23.</b> | <p>How will the recommendations of this assessment be built into wider planning and review processes?</p> <p><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** ☐

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

Date: .....

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

Date: .....16 June 2014 .....