

Equality & Human Rights Impact Assessment (EHRIA)

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

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

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

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

Key Details	
Name of policy being assessed:	Relocation of Community Life Choices Service at the Mount, Melton Mowbray to Melton Supported Living, Victor Avenue , Melton
Department and section:	Adults and Communities – Personal Care and Support
Name of lead officer/ job title and others completing this assessment:	Dianne Esmond, Project Manager
Contact telephone numbers:	0116 305 9210
Name of officer/s responsible for implementing this policy:	Claire Jones, Head of Service In House Services Mandy Ewart, Locality Manager
Date EHRIA assessment started:	13 October 2014

Date EHRIA assessment completed:	5 January 2014

Section 1: Defining the policy

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You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

1	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>Melton Supported Living and Short Breaks/Melton Community Life Choices Services</p> <p>Property Services have declared The Mount site, where Community Life Choice (CLC) services have been located, as surplus and the site is in the process of being sold (subject to planning) with the service needing to relocate in Spring 2015. The decision was taken on the basis that the day service was the last remaining service to be located there, as all other services had been relocated, and Property wanted to dispose of the site.</p> <p>14 service users use the facility across the week, although not every service user attends full time, so there are different numbers on different days, with maximum attendance of 9 .</p> <p>The preferred option, already identified, will be to utilise the communal lounge and kitchen in the Melton Short Breaks Service to provide a CLC service. A conservatory or extension will also be built, which will be accessed from the lounge, to create additional space. This would also be available for use by short breaks residents. One of the current Short Breaks Bedrooms will be converted into changing facilities and an additional quiet / sensory area.</p> <p>The Mount is not purpose built for a CLC Service and does not have a specific sensory area. Melton Short Breaks is purpose built for offering accommodation and facilities for people with learning disabilities. The environment at Melton Short Breaks is more conducive to meeting the needs of people with learning and physical</p>
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	disabilities.
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>Criteria for In House Community Opportunities November 2011</p> <p>The proposals are in line with the County Council undertaking to run a Community Opportunities hub which provides specialist services for those service users with high dependency needs if alternative services are not available within the community. At present there is no alternative service in Melton to The Mount.</p> <p>Using Buildings Better</p> <p>The proposals are in line with this policy, as they will further utilise a building accommodating an existing service</p> <p>Short Breaks Strategy 2014 – 17</p> <p>This Strategy envisages short breaks services in future providing person centred activities in the day time instead of people being sent to their own or other CLC services. Closing The Mount provides an opportunity to move the CLC service across to Melton Short Breaks to provide a combined service of this nature.</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <ul style="list-style-type: none"> • Service users with learning disabilities who will move to a more appropriate smaller setting where people will have choice over how they spend their time. Those who live in the bungalows located close to Melton Short Breaks (4 service users in total) will have services delivered direct to their homes. Service users will be offered the same choice as at The Mount, in a location which is close by, but in a better environment. • The upgrading of the Short Breaks accommodation will be informed by expertise from the OT and Moving and Handling Service to meet people's specialist needs. An advocate will be employed to take note of people's needs in transition. • Staff who will need to relocate from the Mount. <p>It should be noted that:</p> <ul style="list-style-type: none"> • Melton Short Breaks is located only a third of a mile from the Mount

	<ul style="list-style-type: none"> The service will be moved on a 'lift and drop' basis so staff and service users will move together 		
4	Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)		
		Yes	No
	Eliminate unlawful discrimination, harassment and victimisation	<input checked="" type="checkbox"/>	
	Advance equality of opportunity between different groups	<input checked="" type="checkbox"/>	
			How?
	Eliminate unlawful discrimination, harassment and victimisation		The service will continue to promote inclusion by providing for people with learning disabilities who will receive a personalised service in a domestic setting, and have access to community based activities.
	Advance equality of opportunity between different groups		Service users will receive a personalised service and be provided with choice on how they wish to spend their time, depending on their preferences and needs.
	Foster good relations between different groups		Service users will benefit from a more integrated setting in a residential area.

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

Section 2: Equality and Human Rights Impact Assessment Screening

The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for this policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to [Section 3](#) on Page 7 of this document.

Section 2

A: Research and Consultation

5.	Have the target groups been consulted about the following? a) their current needs and aspirations and what is important to them;	Yes	No*
		Yes	

	b) any potential impact of this change on them (positive and negative, intended and unintended);	Yes	
	c) potential barriers they may face	Yes	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	Yes	
8.	<p>*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.</p> <p>Between the 5th – 13th August 2014, Heather Dalby (The Mount, Community Opportunities Manager) and Mandy Ewart (Locality Manager) met with all service users and parents/carer to discuss the proposed changes. This included information about what the proposal is, why the move is required, historical background into alternative buildings being explored, when the proposed move is to take place, planning permission being sought and how service users will be supported through the transition to the new service.</p> <p>Service users, parents and carers responded positively to the proposed changes. They were pleased that the support would remain the same, that development would enhance the current facilities at Short Breaks and that they would continue to be based in Melton with access to transport.</p>		

Section 2

B: Monitoring Impact

9.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	Yes	
	b) enable open feedback and suggestions from different communities	Yes	
<p>Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.</p>			

Section 2**C: Potential Impact****10.**

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

	Yes	No	Comments
Age			There are a total of 14 service users with an age range of 27 – 75 years of age.
Disability	Yes		<p>In the shorter term, the relocation to Melton Short Breaks Service will affect people with learning disabilities who use this service –this includes 3 service users who also attend the CLC service at The Mount. The Short Breaks Service will be affected as follows:</p> <p>a) The service currently comprises four high dependency beds and 2 low dependency. One of the low dependency bedspaces will be lost as it will be converted into changing facilities. At present there are 4 people who have their needs met in this low dependency room. The reasons they need a low dependency room are down to the type of bath and shower in the room.</p> <p>There is one other room in the Service which has the same facilities, and service users could also access other Short Breaks services which have similar facilities so it is expected that the impact of losing the bedspace will be minimal.</p> <p>b) It is recognised that moving the service could be disruptive and to alleviate this service users have been consulted on their preferences and have a choice over whether to stay with the CLC service currently based at The Mount or access alternative provision. There will also be a period of acclimatisation where service users will visit the new</p>

				<p>premises to get used to the new environment whilst continuing with their current activities.</p> <p>c) In the longer term, service users will be moving to a more appropriate environment in the same area, where they can make use of modern and up to date facilities.</p>
	Gender Reassignment			No issues identified
	Marriage and Civil Partnership			No issues identified
	Pregnancy and Maternity			No issues identified
	Race			The service users are all White British - this reflects the ethnic composition of the Melton area.
	Religion or Belief			Of the 14 service uses, 10 are Christian and 4 have no religion recorded.
	Sex			There are 7 male and 7 female Service Users.
	Sexual Orientation			No data available
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and			The Consultation held on 5 th – 13 th August 2014, (see Section 8 above) included parents and carers who responded positively to the proposed changes. They were pleased that the support would remain the same, that development would enhance the current facilities at Short Breaks and that they would continue to be based in Melton with access to transport.

	refugee communities, looked after children, deprived or disadvantaged communities																			
	Community Cohesion			The service will be relocated in a residential setting instead of on a separate site so this should contribute to community cohesion.																
11.	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p> <table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td colspan="4">Part 1: The Convention- Rights and Freedoms</td> </tr> <tr> <td>Article 2: Right to life</td> <td></td> <td>x</td> <td></td> </tr> <tr> <td>Article 3: Right not to be tortured or treated in an inhuman or degrading way</td> <td>x</td> <td></td> <td>Services are provided so not to expose a person to degrading treatment. Due to the complex physical and mental health needs of individuals who attend these services, there is often a personal care element to the support provided. This is provided by suitably skilled and trained members of staff who are able to deliver dignified personal care services.</td> </tr> </tbody> </table>					Yes	No	Comments	Part 1: The Convention- Rights and Freedoms				Article 2: Right to life		x		Article 3: Right not to be tortured or treated in an inhuman or degrading way	x		Services are provided so not to expose a person to degrading treatment. Due to the complex physical and mental health needs of individuals who attend these services, there is often a personal care element to the support provided. This is provided by suitably skilled and trained members of staff who are able to deliver dignified personal care services.
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				Staff delivering the service should all have received training in relation to Safeguarding and Whistleblowing policies and procedures, to ensure that people receive appropriate support in the right way.
	Article 4: Right not to be subjected to slavery/ forced labour		x	
	Article 5: Right to liberty and security	x		<p>Service users will be given appropriate support to ensure their safety in the new environment and when taking part in activities. At the same time regard will be had to their right to choice.</p> <p>County Council safeguarding policies and procedures will continue to apply in the new location which already houses the Melton Short Breaks Service.</p>
	Article 6: Right to a fair trial		x	
	Article 7: No punishment without law		x	
	Article 8: Right to respect for private and family life	x		<p>These services enable and support vulnerable individuals to continue to live at home. They promote and maintain links with the community as well as providing an environment for social inclusion and activities.</p> <p>Services should respect an individual's right to privacy and that individual support plans are developed that consider personal choices.</p> <p>All personal information relating to individuals must be appropriately managed under Leicestershire County Council policy and</p>

				procedures concerning data protection and information governance. The procedure requires staff to be knowledgeable about data management.
	Article 9: Right to freedom of thought, conscience and religion	x		<p>The provision of the service must have regard to an individual's religious and social needs, so as not to interfere with their freedom of thought and expression. Social activities provided consider the individual needs of all attendees, including their culture and customs.</p> <p>Staff must comply with LCC procedures to undertake Equalities training and to demonstrate a clear understanding of the importance of enabling individual vulnerable people to manifest their culture, religion and belief.</p>
	Article 10: Right to freedom of expression		x	
	Article 11: Right to freedom of assembly and association		x	
	Article 12: Right to marry		x	
	Article 14: Right not to be discriminated against	x		<p>Staff take account of PSED protected characteristics when support planning and make sure personal budgets are appropriately tailored to individual needs and protected characteristics.</p> <p>Services are provided to vulnerable people with community care needs across all the recognised equality strands. The service must ensure that assessment and provision solutions take appropriate account of individual needs and are provided in a non-discriminatory</p>

				<p>manner in line with Leicestershire County Council policy and procedure.</p> <p>All staff must undertake training as part of that Procedure, and in their practice should demonstrate their understanding of the values of non-discrimination.</p>
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment		x	
	Article 2: Right to education		x	
	Article 3: Right to free elections		x	
Section 2				
D: Decision				
12.	Is there evidence or any other reason to suggest that:	Yes	No	Unknown
	a) this policy could have a different affect or adverse impact on any section of the community;		x	
	b) any section of the community may face barriers in benefiting from the proposal		x	
13.	Based on the answers to the questions above, what is the likely impact of this policy			
	No Impact <input type="checkbox"/>	Positive Impact <input checked="" type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
<p>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</p>				

14.	Is an EHRIA report required?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
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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 4: Sign off and scrutiny

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

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

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

Section 4

A: Sign Off and Scrutiny

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

Equality and Human Rights Assessment Screening ☒

Equality and Human Rights Assessment Report



1st Authorised Signature (EHRIA Lead Officer):

Date:

2nd Authorised Signature (DEG Chair): ...

Date: 13th January 2015.....