

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:	Review and consolidation of voluntary sector support
Department and section:	Children and Family Services
Name of lead officer/ job title and others completing this assessment:	Julie Drake Head of Strategy, Commissioning Julie Knight Service Manager, Procurement and Commissioning
Contact telephone numbers:	0116 3058073 0116 3057535
Name of officer/s responsible for implementing this policy:	Julie Drake, Head of Strategy Commissioning Julie Knight, Service Manager
Date EHRIA assessment started:	EHRIA Assessment started 30-July-2014 Reviewed during consultation period :22-Sep-2014 and 30 th November 2014
Date EHRIA assessment completed:	1-Dec-2014

Section 1: Defining the policy

Section 1: Defining the policy

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

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

The Children and Family Services Department (C&FS) has led on a strategic review for consolidation of voluntary sector support, which is required to determine the future commissioning options regarding service provision for children, young people and their families. This is to ensure delivery against the discrete savings target of at least £800k for Children and Family Services as set out in the Medium Term Financial Strategy (MTFS), 2014-2018, and further savings that are incorporated into the Children and Family Services transformation projects. The current overall departmental spend on children and family services through the Voluntary and Community sector (VCS) is £3,254,510

The Cabinet Report on the 19-September-2014 noted the interdependencies between this report and other County Council actions currently under way with the voluntary and community sector; Cabinet agreed to consultation with the VCS for 10 weeks from 22nd September to 30th November 2014 and to receive a further report regarding consultation outcomes and savings options at its meeting on 11th December 2014.

The 128 current contracts and agreements with 71 VCS organisations are mainly due to expire on the 31st March 2015, with some exception including 7 Housing Related support contracts, which are due to expire on the 30th September 2015. There is a need to be more efficient in the way that service commissioning is organised in order to reduce the cost of bureaucracy and duplication.

The commissioning framework for children, young people and families is underpinned by a vision that:

Leicestershire is the best place for children, young people and their families;

and is articulated through the departmental mission that:

Children and young people in Leicestershire are safe and can live in families where they can achieve their potential and have their health, wellbeing and life chances improved within thriving communities

To support the transformation required to support this vision and mission statement there are 4 major transformation projects that, in addition to the discrete VCS saving of £800k, will require savings from other current VCS arrangements:

- Remodelling children's social care;
- Remodelling early help services
- Remodelling special educational needs and disability services;
- Remodelling education.

The Children and Family Services Departments commissioning strategies to deliver the changes required are in development and will inform specifications for future provision. It is recommended that some services will continue to be commissioned from the VCS because they provide a specialist and unique expertise that cannot be met through direct County Council service provision. Where services meet strategic priorities and this is mutually agreed some contracts will be extended beyond March 2015 to ensure that appropriate transition arrangements are put in place whilst services are re-commissioned.

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The focus of this EHRIA is the review process and it has been completed and up-dated following commencement of the consultation. Its purpose is to highlight potential impacts arising from the review. It is recognised that although we identify potential impact this stage there is not yet enough specific information available to complete section 3 of an assessment report. Prior to final decisions being made and following further appraisal and consultation, full EHRAs (including section 3) will be completed and included in a final report to Cabinet in January 2015.

The Children and Family Services Department has completed a number of engagement and consultation events to seek the views of all stakeholders to identify risks, opportunities and impact in order to adopt a more strategic approach to the commissioning of services across the VCS, with a reduction in funding.

Communication, Activities and Engagement Log

ID	Date	Type	Target Audience	LCC Involvement	Summary
1	29th Aug 2014	Meeting	Partners, District and Borough Councils, CCG's, LCC departments	Lesley Hagger, Walter McCulloch, Moira O'Hagan	Presentation and feedback
2	2nd Sept 2014	Meeting	VCS providers	Lesley Hagger, Walter McCulloch, Julie Drake, Kristy Ball, Julie Knight, Moira O'Hagan	Presentation and feedback
3	4th Sept 2014	Meeting	Independent/private sector providers	Walter McCulloch, Julie Drake, Kristy Ball, Moira O'Hagan	Presentation and feedback
4	9th Sept 2014	Meeting	Partners, District and Borough Councils, VCS providers and LCC departments	Walter McCulloch Moira O'Hagan	Presentation and feedback
5	25th Sept 2014	Housing Partnership Board Hinckley BC offices	Housing Providers	Julie Drake, Julie Knight	Presentation and minutes
6	8th Oct 2014	Letter	All 71 VCS providers	Lesley Hagger letter	
7	9th Oct 2014	Housing Related Support provider Forum	Housing and support providers	Julie Knight	Advised of consultation and encouraged to respond

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8	9 th Oct 2014	Meeting	District / Borough Councils	Walter McCulloch Jane Moore Caroline Walsh Mark Cast Moira O'Hagan	Presentation paper
9	17 th Oct 2014	Letter	All 71 VCS providers	Lesley Hagger letter	
10	28 th Oct 2014	Consultation event Blaby District Council	open to all	Julie Drake, Kristy Ball, Tricia Reynolds (Voluntary Action Leicester- VAL)	Presentation and feedback
11	29 th Oct 2014	Consultation VAL District Forum Brocks Hill Oadby	open to all	Julie Drake	Presentation and feedback
12	29 th Oct 2014	Consultation event Ibstock Palace	open to all	Julie Drake, Kristy Ball	Presentation and feedback
13	4 th Nov 2014	Consultation event Waltham on the Wolds	open to all	Julie Drake, Kristy Ball, Tricia Reynolds (VAL)	Presentation and feedback
14	5 th Nov 2014	Consultation. VAL District Forum Melton Borough Council Offices	open to all	Julie Drake	Presentation and feedback
15	14 th Nov 2014	Leicestershire Family Voice Forum	Parent and carers of disabled children/YP	Julie Knight	Consultation information and reminder provided
16	18 th Nov 2014	Reminder letter plus easy read presentation and questions for service users plus FAQ's	All 71 VCS providers and stakeholders	Julie Drake	Letter
17	19 th Nov 2014	Information requested Strategic Plan and community strategy	All 71 VCS providers and stakeholders	Julie Drake	Letter
18	25 th Nov 2014	Voluntary Action Leicester CYP & Family Forum	VCS providers	Julie Drake	Reminder to complete consultation
2	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</i>				

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investigation may be required.

The review is part of a wider approach to transforming services across the department and the County Council as a whole. It is wholly connected with a range of partner organisations and other stakeholders. It is nationally relevant to the need to implement the requirements of the Children and Family Act 2014.

Based on current legislative requirements the department will continue to ensure that:

- children are safeguarded and the appropriate services are made available to them;
- early help is targeted to children and their families to prevent problems from worsening;
- schools and other learning providers, including early years providers, are supported and challenged to ensure that the attainment gap closes and achievement is raised at all levels;
- A single point of access ensures a single assessment of needs that can inform service delivery.

The department's strategic approach is to:

- Move from control to influence and promote independence (promoting, enabling and influencing more autonomous communities);
- Collaborate through partnerships and integrate locality based services;
- Provide proportionate response and support – the right help at the right time;
- Secure a commissioning approach through effective needs analysis, evidence based service planning, robust performance management and quality assurance; and regular review.

Work has started to redesign existing services within the department, linked to the County Council's Strategic Plan, the transformation programme and other relevant strategies for example the County Council's Communities Strategy and Better Care Together.

http://www.leics.gov.uk/communities_strategy

http://www.leics.gov.uk/leics_strategic_plan.pdf

3 Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?

The VCS strategic review and future commissioning options has the potential to impact upon children and young people aged 0 to 18 (up to 25 with Special Educational Needs and Disabilities and up to 21 years if a Care leaver) and their families, living in Leicestershire.

However, specifically, the voluntary sector services that are currently commissioned, support a range of people and groups across Leicestershire, that include the following:

- Young people aged 13-18 receiving youth services (including educational, counselling/mentoring /activities)
- Children under 5 and parent/carers accessing Children's Centres (including parenting support for domestic abuse, debt advice and early learning)
- Disabled children and young people aged 0-25
- Young Carers
- 16 and 17 year olds in need of housing (including care leavers)

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- Children and young people that require therapeutic support.
- Children, young people and parent carers that require mental health support

The intended change and outcome is to re-align and consolidate services to be delivered as part of a future commissioning framework and commissioning plans. This is based upon consultation and engagement, a needs analysis, strategic fit with priorities and affordability.

In order to ensure a transparent and equitable approach to decision making for continued funding an assessment tool has been developed and applied to all of the identified contracts. This will be able to determine the strategic fit of existing provision and provided a risk assessment of the impact of terminating contracts.

The VCS review will lead to specific commissioning or de-commissioning options for the different service groups identified above

Full details of how the options have been developed will be set out in the report to Cabinet on 11th December 2015

4 Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how)

	Yes	No	How?
Eliminate unlawful discrimination, harassment and victimisation	X		<p>The review process so far has informed a good overview of the services provided by the VCS organisations. The VCS review process has included consultation and engagement discussions with stakeholders and partner organisations in order to establish risk and impact upon organisations and service user groups.</p> <p>This has enabled identification of those groups and individuals who are in receipt of current services and has helped to establish what service provision is most likely to benefit the people of Leicestershire in a way that is cost-effective to the department.</p> <p>It has also enabled groups and/or individuals who may be adversely affected by the changes and proposals to establish what mitigating actions are required for support and to identify other support options available.</p> <p>All re-commissioning plans will have due regard to The Equality Duty 2010 legislation, including requirements that all voluntary sector providers adhere to and sign contracts and agreements, embedding the elimination of unlawful discrimination.</p>
Advance equality of opportunity between different groups	X		<p>The review has provided options to create and identify opportunities to promote equality of opportunity by ensuring that those children, young people and families most in need of support, receive it, including groups with protected characteristics. This is aligned with the identification of those groups that are considered to be most vulnerable in line with the Departments strategic priorities, so that</p>

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			services can be targeted and efficient
Foster good relations between different groups	X		The review has provided clear, transparent and open communication with all stakeholders, partners and some service users to ensure their voices are heard in line with the requirements of the Local Authority Public Sector Equality Duty. Officers of the Local Authority have made themselves available throughout this consultation, in a range of venues across Leicestershire

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

		Yes	No*
5.	Have the target groups been consulted about the following? a) their current needs and aspirations and what is important to them; b) any potential impact of this change on them (positive and negative, intended and unintended); c) potential barriers they may face	Some	
		Some	
		Some	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	A formal consultation exercise was conducted (September to November 2014). The consultation documents and information were available to providers, the general public and stakeholders and in an accessible format. Specific engagement events were held across the County as part of the review and consultation process and providers were encouraged to seek the views of their individual service user groups. Some target groups	

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		have had the opportunity to inform the consultation process and identify potential impacts as part of the EHRIA, however further appraisal is required to ensure the voice of all target groups has been included	
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		No
8.	*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.		
	The initial consultation has been completed with providers of VCS services and stakeholders. Whilst some members of the public and users of the services have completed returns and been involved within the consultation process, it is recognised that further appraisal is required in order to further identify any adverse impact upon the changes to be proposed within the outcome of the review.		

Section 2**B: Monitoring Impact**

9.	Are there systems set up to:	Yes	No
	<ul style="list-style-type: none"> a) monitor impact (positive and negative, intended and unintended) for different groups; b) enable open feedback and suggestions from different communities 	Standard contract monitoring procedures will exist for any new service provision. There is an obligation within this monitoring to record and receive any complaints and commendations with regard to service delivery and feedback from service users will be a key element of the contract monitoring process	
		X	

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

Section 2**C: Potential Impact**

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may potentially be affected by this policy and describe any positive and negative impacts, including any barriers.		
		Yes	No
	Age	X	Children and young people (CYP) aged 0 to 18 years may be

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			<p>affected by changes in service delivery, within re-commissioning plans following the review. Current services range from being targeted specifically at vulnerable CYP for example teenage counselling within the youth service or homeless accommodation and support for 16/17 year olds (up to 21 if a Care leaver) , while others very much focus upon working directly with families and parent/carers to improve outcomes for CYP. It is acknowledged that a reduction in funding for VCS services may impact upon the range of CYP between the ages of 0 to 18 years, however those CYP deemed to be most vulnerable will continue to be identified within strategic priorities for re-commissioning.</p> <p>Children and Young People will continue to be able to have opportunities to access alternative universal service provision within their localities to mitigate service changes. The consultation identified other mitigating factors including the need to embed person centre approaches based upon a family model of delivery with increased community involvement. However it is possible that that the impact of the VCS review will affect specific groups</p> <p>For other groups there will be a positive impact due to legislative changes e.g. The Care Act 2014 and Children and Family Act 2014 make specific reference to 'young carers' for the first time in English legislation.</p> <p>The consultation undertaken so far has identified a need to focus upon specific vulnerable groups and any potential impact of changes in service delivery on some groups in relation to their age, including very young children , young vulnerable people that require accommodation, and those at risk of anti-social behaviour and care leavers</p>
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	Disability	X	<p>The review may identify changes and reductions required to specialist short breaks services for disabled children and young people. The potential impact of this may be an increase in children in need of social care support and intervention, particularly for those with complex needs that are unable to access universal provision due to barriers including, inaccessibility, workforce development and transport.</p> <p>The aim of short break provision is to reduce isolation and barriers for families within Leicestershire to enable them to live everyday lives and continue in their caring role. It is also to ensure that disabled children have opportunities to spend time with their friends and peers and experience new activities to achieve positive outcomes. A reduction in short breaks is likely to have an adverse impact on CYP and their families</p> <p><i>Research of the impact of short breaks</i> <i>DfE 2011 Research report DFE-RR173</i> <i>The Children and Family Act 2014 Local Offer information</i></p> <p>The consultation undertaken so far has identified a need to focus upon specific vulnerable groups and any potential impact of changes in service delivery on some groups in relation to disability.</p>
	Gender Reassignment	X	<p>There is limited information available with regard to gender re-assignment and the impact of a reduction or change in VCS service provision is likely to have CYP. Youth services and counselling support may be reduced however there may be opportunities to explore alternative funding or services of support within Leicestershire.</p> <p>If any impact issues are identified through further consultation, then service modelling will aim to resolve these issues and ensure continued and (if required) more equitable access to these services.</p>

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	Marriage and Civil Partnership		X	
	Pregnancy and Maternity	X		<p>Some service users accessing the services may be pregnant or have recently had a baby and some of the agreements are specifically commissioned to support young teenage parents and post natal support.</p> <p>The VCS review and further consultation may identify that changes in commissioning and de-commissioning of services has an impact upon pregnancy and maternity, If such issues are identified then service re-modelling will aim to resolve these issues.</p>
	Race	X		<p>All services are open to all people, regardless of their race. The existing services do not therefore discriminate against CYP by race, nor do the contracts and agreements include specific clauses to protect this protected characteristic</p> <p>There may be an impact for young homeless people aged 16 and 17 (including care leavers) that are Unaccompanied Asylum Seeking Children (UASC). Analysis of service re-design will need to consider the needs of young people's race that includes their history, culture, faith, religious belief and practice and emotional and physical wellbeing to deliver good outcomes for these young people both in the short and long term.</p> <p>Awareness that those children who are disabled and living in BME families , experience multiple barriers and challenges, from society</p>
	Religion or Belief	X		<p>Current contract monitoring information for the services does not include details about the religion or beliefs of CYP. However, it is accepted that a person's decision to access the services might be affected by religion or beliefs.</p> <p>Some of the youth services are provided by churches and religious</p>

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				groups within communities.
	Sex	X		Most of the services are accessible to both sexes; however some are very specific and targeted at women for example post-natal depression support services. There may be therefore an impact upon the possible reduction or change in service provision to females however future re-commissioning plans and mitigation will be a consideration following further consultation with these specific target groups affected.
	Sexual Orientation	X		Current contract monitoring information for the service does not include detail about the sexual orientation of CYP, however, it is accepted that a person's decision to access the services might be affected by their sexual orientation (such as social exclusion) Some of the services provided may be to young people that are lesbian, gay, and bi-sexual or transgender, however all services are accessible to CYP regardless of their sexual orientation.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X		The services within the VCS review cover a number of services. Some of these services are specific to certain target groups e.g. some of the housing related support agreements include support to children that have a leaving care status and their opportunities for independent living skills and accommodation requirements meets strategic priorities. Some of the projects support Travelling communities to enable young people to have a voice and access 0 to 4 learning within Children Centres. The focus of this EHRIA is the review process and has been completed an up-dated following commencement of the review. Its purpose is to highlight potential impacts arising from the review and consultation feedback. Prior to final decisions being made, detailed EHRIsAs will be completed once firm decisions have been developed and as the review

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				process is progressed and completed
	Community Cohesion	X		Some of the services provided may contribute towards community safety and community cohesion.
11.	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
	Part 1: The Convention- Rights and Freedoms			
	Article 2: Right to life	X		Services providing support to families experiencing domestic abuse and to those vulnerable children and young people in need of safeguarding will be expected to have Health and Safety policies and Safeguarding procedures in place.
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	X		The review has considered and taken into consideration services providing support to children in care who may have experienced abuse or neglect. Keeping CYP safe is a Departmental priority
	Article 4: Right not to be subjected to slavery/ forced labour		X	N/A
	Article 5: Right to liberty and security	X		Providers of new provision for services that include accommodation and support to be re-commissioned will be expected to include risk assessments as part of any support process for those CYP most vulnerable including those who may be identified as Offenders or at risk of engaging in anti-social behaviour.
	Article 6: Right to a fair trial	X		The right to have the correct representations and voice as part of this review has been identified as a priority within the consultation process completed and future consultation with target groups.
	Article 7: No punishment without law		X	N/A
	Article 8: Right to respect for private and family life	X		The review has included services to address the housing related support

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				needs of young people and their right to support with independent living.
	Article 9: Right to freedom of thought, conscience and religion	X		The review has included the support needs of young people that may be Unaccompanied Asylum Seeking Children, leaving care, or that will require their religious and cultural needs to be considered.
	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		The review has given consideration and due regard to the Public Sector Equality Duty.
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment		X	
	Article 2: Right to education	X		Some service provision includes educational and recreational activities.
	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 type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 7 of this document to complete.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 14 of this document to complete.

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

Section 3: Equality and Human Rights Impact Assessment Report

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

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

Section 3

A: Research and Consultation

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

Note that at this stage, although we have identified potential impact we are unable to complete section 3. Further consultation and analysis will take place with service users and additional full EHRIAs (including section 3) will be completed prior to a final report to Cabinet in January 2015.

- | | |
|------------|---|
| 15. | 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? |
|------------|---|

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	<p>a) current needs and aspirations and what is important to individuals and community groups (including human rights);</p> <p>b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);</p> <p>c) likely barriers that individuals and community groups may face (including human rights)</p>
16.	Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?
When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.	
17.	Based on the gaps identified either in the EHRIA Screening or independently of this process, <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?
18.	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?

Section 3**B: Recognised Impact**

19.	Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.	
		Comments
	Age	
	Disability	

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

20.	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics?	
		Comments
	Part 1: The Convention- Rights and Freedoms	
	Article 2: Right to life	

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	Article 3: Right not to be tortured or treated in an inhuman or degrading way	
	Article 4: Right not to be subjected to slavery/ forced labour	
	Article 5: Right to liberty and security	
	Article 6: Right to a fair trial	
	Article 7: No punishment without law	
	Article 8: Right to respect for private and family life	
	Article 9: Right to freedom of thought, conscience and religion	
	Article 10: Right to freedom of expression	
	Article 11: Right to freedom of assembly and association	
	Article 12: Right to marry	
	Article 14: Right not to be discriminated against	
	Part 2: The First Protocol	
	Article 1: Protection of property/ peaceful enjoyment	
	Article 2: Right to education	
	Article 3: Right to free elections	
Section 3		
C: Mitigating and Assessing the Impact		
Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.		
21.	If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons.	
N.B.		

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i) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

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

- 22.** Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.
- a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination
 - b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed
 - c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why

Section 3**D: Making a decision**

- 23.** Summarise your findings and give an overview as to whether the policy will meet Leicestershire County Council's responsibilities in relation to equality, diversity, community cohesion and human rights.

Section 3**E: Monitoring, evaluation & review of your policy**

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

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, 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

Note that at this stage, although we have identified potential impact we are unable to complete section 3 required for a full assessment report. Further consultation and analysis will take place with service users and additional full EHRIs (including section 3) will be completed prior to a final report to Cabinet in January 2015.

1st Authorised Signature (EHRIA Lead Officer): Julie Drake

Date: 1st December 2014

2nd Authorised Signature (Dept. Equality Group Chair): Neil Hanney

Date: 1st December 2014