

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 of Countywide Infrastructure Organisation (CIO)
Department and section:	Chief Executive's Policy, Economy and Communities
Name of lead officer/ job title and others completing this assessment:	Mike Thomson, Communities Business Partner
Contact telephone numbers:	0116 305 7090
Name of officer/s responsible for implementing this policy:	Kristy Ball/ Donna Rist /Mike Thomson
Date EHRIA assessment started:	23 rd February 2016
Date EHRIA assessment completed:	4 th March 2016

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	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>LCC is reviewing the delivery of Countywide Infrastructure Organisation (CIO) services to inform recommissioning taking into account a confirmed budget reduction (subject of a previous EHRIA) and revised LCC and partner priorities. Delivery of CIO services is currently supported by partnership contributions from the two county CCGs and these organisations are expected to continue to support future service delivery.</p> <p>The existing CIO contract supports the VCS sector to influence policy making and service delivery, help local VCS groups to thrive, encourage collaboration in order to increase VCS involvement in the delivery of public services, and facilitate support for volunteers and volunteering.</p> <p>The review of the CIO will involve a refocusing of support to reflect revised strategic priorities and prioritisation of support in the light of the reduced budget available. It is proposed that support provided through the contract will be focused on groups and organisations and activities that will best contribute to the implementation of the County Council's Communities Strategy.</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 approved Medium Term Financial Strategy, specifically line S72: identifies future Funding and Support to Agencies. Consideration of the impact of this reduction in funding was the subject of an ERHIA.</p>										
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The affected target groups are voluntary organisations, community groups and public sector organisations who seek support from the CIO for policy advice, services to improve their capacity to deliver services and volunteer brokerage. Some VCS groups who provide services to people with specific protected characteristics may seek/ receive support via the CIO and may receive more limited support due to the proposed changes in CIO contract priorities.</p> <p>The tender specification for contract renewal will include continuation of equalities monitoring requirements.</p>										
4	<p>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)</p> <table border="1" data-bbox="276 1738 1399 2065"> <thead> <tr> <th data-bbox="276 1738 571 1771"></th> <th data-bbox="579 1738 683 1771">Yes</th> <th data-bbox="691 1738 794 1771">No</th> <th data-bbox="802 1738 1399 1771">How?</th> </tr> </thead> <tbody> <tr> <td data-bbox="276 1783 571 2065">Eliminate unlawful discrimination, harassment and victimisation</td> <td data-bbox="579 1783 683 2065" style="text-align: center;">X</td> <td data-bbox="691 1783 794 2065"></td> <td data-bbox="802 1783 1399 2065">It is proposed that future CIO services will continue to encompass advice on specific equality considerations i.e. disability compliance, which in turn will support the elimination of unlawful discrimination, harassment and victimisation. This support will be focused on groups and activities that</td> </tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	X		It is proposed that future CIO services will continue to encompass advice on specific equality considerations i.e. disability compliance, which in turn will support the elimination of unlawful discrimination, harassment and victimisation. This support will be focused on groups and activities that
	Yes	No	How?								
Eliminate unlawful discrimination, harassment and victimisation	X		It is proposed that future CIO services will continue to encompass advice on specific equality considerations i.e. disability compliance, which in turn will support the elimination of unlawful discrimination, harassment and victimisation. This support will be focused on groups and activities that								

				best align with Communities Strategy objectives.
	Advance equality of opportunity between different groups	X		It is proposed that future CIO services will continue offer specific advice and support to Voluntary and Community Sector organisations and Public Sector organisations which may have the potential to advance equality of opportunity for specific protected groups and foster good relations between different communities. This support will be focused on groups and activities that best align with Communities Strategy objectives.
	Foster good relations between different groups	X		

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;	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.	*If you answered 'no' to the question above, please use the space below to outline		

	<p>what consultation you are planning to undertake, or why you do not consider it to be necessary.</p>
	<p>As part of the CIO budget consultation the County Council consulted with VCS groups and individuals across the county to identify their priorities for support from the CIO and to understand any impact of reduction in current CIO services. The feedback from the consultation on funding proposals was considered by the County Council Cabinet in June 2014 when it decided to implement savings proposals for the CIO budget. The decision was informed by an EHRIA.</p> <p>To inform recommissioning of services within the above budget envelope a survey of VCS groups has been carried out along with consultation with strategic partners. This consultation was carried out to inform the focus of service delivery within the available budget and the strategic policy context.</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 <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	Yes		VCS groups who provide services to people in particular age groups may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.
	Disability	Yes		VCS groups who provide services to people with disabilities may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.

Gender Reassignment	Yes		VCS groups who provide services to people in relation to gender reassignment may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.
Marriage and Civil Partnership		No	
Pregnancy and Maternity	Yes		VCS groups who provide services to people in relation to Pregnancy and Maternity may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.
Race	Yes		VCS groups who provide services to people in relation to race may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.
Religion or Belief	Yes		VCS groups who provide services to people in relation to religion or belief may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.
Sex	Yes		VCS groups who provide services to people in relation to gender may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.
Sexual Orientation	Yes		VCS groups who provide services to people in relation to sexual orientation may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	Yes		VCS groups who provide services to people with specialist requirements may seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.

	Community Cohesion	Yes		VCS groups who provide services in relation Community Cohesion seek/ receive support from VAL. Some may receive less support due to changes in CIO contract priorities.
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		No	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		No	
	Article 4: Right not to be subjected to slavery/ forced labour	Yes		Those supported to volunteer through the CIO contract must not be used as a vehicle for exploitation (e.g. appropriate expenses should be provided)
	Article 5: Right to liberty and security		No	
	Article 6: Right to a fair trial		No	
	Article 7: No punishment without law		No	
	Article 8: Right to respect for private and family life	Yes		The CIO contract should ensure that volunteers should have their private and family life respected i.e. cultural and religious life taken into account e.g. when setting up meetings
	Article 9: Right to freedom of thought, conscience and religion	Yes		The CIO should ensure that scheduling of events does not interfere with any religious holidays, that venues meet cultural and religious needs and that religiously appropriate catering is provided

Article 10: Right to freedom of expression	Yes		The CIO should support development of equalities and human rights policies and anti-bullying procedures
Article 11: Right to freedom of assembly and association		No	
Article 12: Right to marry		No	
Article 14: Right not to be discriminated against		No	
Part 2: The First Protocol			
Article 1: Protection of property/ peaceful enjoyment		No	
Article 2: Right to education		No	
Article 3: Right to free elections		No	

Section 2

D: Decision

	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 checked="" type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
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Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.

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

Section 3: Equality and Human Rights Impact Assessment Report

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

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

Section 3

A: Research and Consultation

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

15. Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you now explored the following and what does this information/data tell you about each of the diverse groups?

- a) current needs and aspirations and what is important to individuals and community groups (including human rights);
- b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);
- c) likely barriers that individuals and community groups may face (including human rights)

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, 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?

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 likely be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.

	Comments
Age	
Disability	
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	
	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.		
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 <u>justifiable or legitimate</u> , 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. |
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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?
<i>e.g. policy reviews, annual plans and use of performance management systems</i> |

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

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

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.

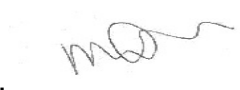
Section 4

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

1st Authorised Signature (EHRIA Lead Officer): 

Date:6th April 2016.....

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

Date: 6.4.16