

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:	Young People's wellbeing provision
Department and section:	Children and Family Services, Supporting Leicestershire Families 11-19
Name of lead officer/ job title and others completing this assessment:	Mark Cast, EH service manager
Contact telephone numbers:	0116 305 8017
Name of officer/s responsible for implementing this policy:	Julie Drake, Head of Strategy Commissioning
Date EHRIA assessment started:	13 th November 2015
Date EHRIA assessment completed:	January 4 th 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>Following a review of youth activities that included youth wellbeing counselling 1-1 and group support delivered through voluntary sector organisations as part of the 11 - 19 early help service in 2015-16 <u>a number of bridging contracts were put into place whilst the Supporting Leicestershire Families service was further developed</u>. The services comprised of 6 contracts for counselling (1-1 or group support) and 1 contract for drug and alcohol support. The services were delivered within 1 or 2 localities with the exception of 1 contract which covered 4 localities.</p> <p>What has changed and why? As a result of a reducing budget for the service this decision will entail the cessation of current contractual arrangements.</p> <p>The aim of 'Supporting Leicestershire Families' (SLF) is to address the needs of children and their families from 0 -19 years and up to 25 years for young people with special educational needs or care leavers. Along with SLF provision there is a variety of support from different professionals and agencies to identify and support children and young people to build resilience and achieve their potential. Specialist and crisis services are in place to provide support for children and young people with high level needs. The service is targeted at the most vulnerable children, young people and families with additional and or complex needs which cannot be met by community and universal services.</p> <p>Through collaborative commissioning arrangements between CCGs and LCC a range of low-intensity early help offers that builds resilience and prevents escalation to more serious or longer term mental health problems will be procured from a mixed economy of direct delivery and providers including third sector and community groups. The aim is to establish a multi-agency first response and early help service that will respond to concerns about the emotional health and development of children and young people. The service will accept referrals from a range of sources including self-referrals from parents, carers and young people. It will offer a first assessment, guidance and advice, and choice of early help offers.</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 changes described above are part of a wider approach to transforming services across the department and the LCC as a whole. It is nationally relevant to the need to implement the requirements of the Children and Family Act 2014.</p> <p>Based on current legislative requirements the department will continue to ensure that:</p> <ul style="list-style-type: none"> • 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.
- Locality working
- Listening and responding to service user voice

LCC is a major provider of services and a commissioner of services for young people and families. SLF service delivery is 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

Currently there is no statutory obligation placed on local authorities to provide a Youth Service via local authorities in the UK. However Statutory Guidance for Local Authorities (LAs) on Services and Activities to Improve Young People's Well-being 2012, outlines the duty "to secure, so far as is reasonably practicable, equality of access for all young people to the positive, preventative and early help they need to improve their well-being."

With reference to this service in particular;

- Support their personal and social development to build the capabilities they need for learning and work and the transition to adulthood
- Improve their physical and mental health and well-being
- Raise aspirations, build resilience, and inform decision making thereby reducing teenage pregnancy, risky behaviours such as substance misuse, and involvement in crime and anti-social behaviour

The Government does not prescribe which services and activities for young people local authorities should fund or deliver or even to what level. LAs are required to take the strategic lead to work with young people and partners to;

- Determine which services and facilities need public funding and which can be secured through other means so that public funding is targeted primarily on young people at risk of poor outcomes;
- Determine which services and facilities can be delivered by third parties so that the local authority delivers directly only where it is clearly best placed to do so

	<p>The Department of Health and NHS England have issued a new strategic plan called Future in Mind (March 2015) which calls for a transformation of services to meet the mental health needs of children and young people.</p> <p>The plan is to give additional funding to Clinical Commissioning Groups (CCGs) who can demonstrate through a Transformational Plan that they will take action to address these issues. In total, the three CCGs in Leicestershire will receive £1.87 million. This will be used alongside existing funds from local commissioners to implement the plan. The plan will be based on the 'Better Care Together' framework to prepare, develop and implement LLR transformational plan for children and young people's mental health. The approach requires organisations to work strongly together to meet the needs of the child or young person. Significant work has already been undertaken by Directors of CFS and Health to identify shared priorities, the outcomes Leicestershire wants to achieve and how it will use funding and other resources. Any future commissioning of services will be achieved through this route rather than the current separate service arrangements that currently exist (of which the above contracts are an example).</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>Young people aged 11 -19 who are at risk of poor outcomes as a result of poor mental health. This will include:</p> <ul style="list-style-type: none"> • Young people who are vulnerable, isolated or lacking in confidence • Young people with poor relationships • Young people who are experiencing anxiety or depression • Young people who are subject to bullying and exploitation • Young people whose behaviour is challenging • Young people with poor engagement with/or poor attendance in education • Young people with health needs • Young people in local authority care, adopted young people, young people in need and young people with Health and Social Care plans • Young people who are hard to reach and do not typically engage with services. <p>Based on Public Health England framework for improving young people's health and wellbeing the key outcomes are:</p> <ul style="list-style-type: none"> • Improved relationships with friends and family and a sense of belong • Young people feel more confident with accessing other services and groups and know which services can meet their needs • Reduced health inequalities for this most in need by providing targeted services • Young people report feeling more positive and confident about their future • Young people feel empowered and more resilient. • A positive focus on what makes young people feel well and able to cope <p>The intended change is to terminate current bridging contracts and support young people through preventative SLF provision, support them to access health provided specialist services or to access the Public Health commissioned online counselling support provision. This is based upon consultation and engagement, a needs analysis, strategic fit with priorities and affordability.</p> <p>We know that other agencies such as schools already commission similar services,</p>

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	and often use the same provider(s). As well as commissioning other providers to provide counselling services to young people we also know that one school in the Blaby locality has recently appointed a new full time counsellor.
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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		The proposed change in service offer will enable all people who are seeking help to access a service that will signpost them to relevant support services. LCC service provision does pay due regard to The Equality Duty 2010 legislation.
	Advance equality of opportunity between different groups	X		As above
	Foster good relations between different groups	X		The process 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.

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

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 important to them;	Some	
	b) any potential impact of this change on them (positive and negative, intended and unintended);		No
	c) potential barriers they may face	Some	
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		
	<p>A formal consultation exercise was conducted (September to November 2014). We have worked with partners and researched guidance and best practice documents. These include the commissioning reference group and related task and finish groups.</p> <p>NICE (2015) pathway Care for children and young people with depression</p> <p>NICE (2013) What can local authorities achieve by promoting the social and emotional wellbeing of children and young people?</p> <p>Mental Health Foundation. (2005). Lifetime Impacts: Childhood and Adolescent Mental Health, Understanding The Lifetime Impacts.</p> <p>The Fundamental Facts. (2007). The latest facts and figures on mental health Manchester: Mentoring and Befriending Foundation. (2011) Mentoring and Befriending Foundation. Peer mentoring in schools. A review of the evidence base of the benefits of peer mentoring in schools including findings from the MBF outcomes measurement programme.</p> <p>(March 2012)Leicestershire Joint Strategic Needs Assessment.</p> <p>Trish Crowson. (October 2014). Leicestershire Public Health. Mapping Children and Young Peoples Mental Health and Wellbeing Support and Services Leicestershire & Rutland</p> <p>Public Health England. (January 2015). Improving young people's health and wellbeing, A framework for public health.</p> <p>Department of Health. (2015). Future in Mind</p>		
7.	Have other stakeholder groups/ secondary groups		No

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	(e.g. carers of service users) been explored in terms of potential unintended impacts?		
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.		
	<p>The initial consultation has been completed with providers of VCS services and stakeholders in 2014. The service reviewed the offer of early help services and examined requests for services and mapped these against our statutory obligations. Youth voice has been captured through involvement in the British Youth Council, Youth Select Committee 2015, Young People's Mental Health. We also know from the local part of the 2015 'Make your Mark' campaign that Leicestershire young people view mental health as a key concern – over 9,000 young people were involved in saying what they saw as important and 1257 (13%) of them specifically said mental health services for young people should be improved. As a result of young people clearly telling us that mental health services are important and need improving we believe we have been given a clear message and do not intend to repeat the exercise with other groups.</p>		

Section 2

B: Monitoring Impact

9.	Are there systems set up to:	Yes	
	<p>a) monitor impact (positive and negative, intended and unintended) for different groups;</p> <p>b) enable open feedback and suggestions from different communities</p>	<p>We will be able to monitor requests for services through the SLF teams and HUB meetings.</p> <p>Through family engagement and Voice work strategy 9,582 young people have engaged in voice events, of these 1257 reported that mental health services should be improved for young people with help and mental health education being compulsory and challenge stereotypes</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	X		Young people aged 11-19 may be affected by changes in service delivery

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			<p>It is acknowledged that changes to service delivery may impact upon young people, however those deemed to be most vulnerable will continue to be identified within strategic priorities.</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.</p>
Disability	X		Young people with disabilities may be affected by changes to service delivery. Young people may have poor mental health as a result of their disability.
Gender Reassignment	X		There is no current data for this group, although the young person would receive no differential treatment should they disclose gender reassignment. If they required additional support they would be signposted to receive appropriate services, therefore a positive impact.
Marriage and Civil Partnership		X	
Pregnancy and Maternity	X		Some service users accessing the services may be pregnant or have recently had a baby. If such issues are identified this group will be able to access specific health services.
Race	X		All services are open to all people, regardless of their race.
Religion or Belief	X		There is no current data for this group of young people, although young people of different faiths or beliefs would receive the same level of service. There is possibility to explore capturing data on this group in the future.
Sex	X		Services are accessible to both sexes and the difference in take up is negligible therefore a neutral impact.
Sexual Orientation	X		<p>Current contract monitoring information for the service 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.</p> <p>All services are accessible to young people regardless of their sexual orientation and it is worth noting that a young person may seek support because of prejudices they are experiencing around their sexual orientation. Some LCC delivered services are aimed at supporting young people who identify as LGB and these are not affected by this policy as they will be signposted to specialist LGB provision.</p>

	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 support all groups of vulnerable families. Target group families will include those with these protected characteristics. The services are likely to have a positive effect on young people's life chances. An inclusive approach will be promoted as a person's decision to access the services might be affected by their anticipation of acceptance. The services are specifically targeted at vulnerable young people including those that are hard to engage. Specific provision will be made in the contract, contract monitoring arrangements, and wider programme management as appropriate to remove barriers caused by perceptions of non-acceptance by the service or other users. This may include targeted publicity and work with advocacy agencies.
	Community Cohesion	X		This service area may have a positive effect as young people with poor mental health issues are more likely to have a negative effect on community cohesion as a result of behavioural issues.
11.	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)			
	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]			
		Yes	No	Comments
Part 1: The Convention- Rights and Freedoms				
	Article 2: Right to life		X	N/A
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		X	N/A
	Article 4: Right not to be subjected to slavery/ forced labour		X	N/A
	Article 5: Right to liberty and security		X	N/A
	Article 6: Right to a fair trial		X	N/A
	Article 7: No punishment without law		X	N/A
	Article 8: Right to respect for private and family life	X		Includes services to address issues of support in a private and confidential manner.
	Article 9: Right to freedom of thought, conscience and religion		X	N/A

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	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	
	Article 3: Right to free elections		X	
Section 2				
D: Decision				
12.	Is there evidence or any other reason to suggest that: a) this policy could have a different affect or adverse impact on any section of the community; b) any section of the community may face barriers in benefiting from the proposal	Whilst reducing this provision and replacing with different approaches to commissioning means that the impact will largely be neutral or even positive, it is an 'unknown' at the present time. This could therefore mean some adverse impacts on young people's wellbeing and relationships		
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"/>
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 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.

- 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)

For the current services we have carried out contract monitoring of the services, the monitoring occurs six monthly which has shown that young people in need of support will be supported by means of SLF teams and other partner agencies. The services are preventative and provide interventions before there is a need for a formal referral to statutory/more specialist services such as Children Social Care, Youth Offending Service or CAMHS tier 3.

- a) Recent Youth Parliament Activity - 'Make Your Mark 2015' saw 1,257 Leicestershire young people report that mental health services for young people's services should be improved with help and mental health education

	<p>being compulsory and challenge stereotypes. In total 9,582 Leicestershire young people were involved and nationally 967,000 young people were consulted as part of 'Make your Mark'.</p> <p>b) There is an increase in rates of mental health problems among children as they reach adolescence, this age group may be impacted upon through reduction in service provision.</p> <p>c) We know that positive social and emotional wellbeing provide personal capabilities for example as resilience, self-esteem and interpersonal skills that help to protect against risks relating to social disadvantage, family disruption and other adversity in life. Young people may not be able to take advantage of developing these building blocks if they do not have positive mental health. Appropriately trained staff will be required to support young people with low level mental health needs.</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?
<p>The Policy review has been informed by:</p> <ul style="list-style-type: none"> • "What we say we need" a report produced in November 2013 by Amplify (the Children's Commissioner's advisory group of children and young people). • British Youth Council, Youth Select Committee 2015, Young People's Mental Health • DOH publication – Future in Mind set out priorities in supporting Young People with mental health issues and identified ways to make it easier for young people, to access help and support when needed and to improve how children and young people's mental health services are organised, commissioned and provided. Children & Family Service are working with Public Health and other partners in developing a co-ordinated approach to service planning and delivery. • Two of the department's key strands within its 2015/16 strategy are: 'Collaborating through partnerships' and 'Proportionate response and support; the right help at the right time'. • The 'Leading Leicestershire: Transforming Public Services Leicestershire County Council Strategic Plan 2014-18' sets out 'Mental health is a significant public health issue and we place high priority on positive mental health for both adults and children. ...Implementation of an enhanced strategy for mental health. services including a new Mental Health Board and supporting Action Plans.' • Article 12 of UN Convention Rights of the Child. • British Youth Council, Youth Select Committee 2015, Young People's Mental Health. 	
<p>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.</p>	
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?
<p>Through contract management of current provision we have captured outcomes for the 159 young people in receipt of the affected services. This has told us 100% of service users had improved outcomes. In making a positive difference to their family and</p>	

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relationships and the service has helped them cope better with difficulties at home and their life. From April 2016 young people in receipt of an intervention from SLF will have their outcomes captured utilising youth or family star.

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?

No

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

Young people aged 11-19. Through our contract monitoring of current provision and research suggests that the needs of the cohort accessing this support will be met by SLF, universal or specialist support, all of which will be available. Thus the proposed changes will have a neutral or positive impact.

Disability

Our policy is to extend youth provision beyond the 19 age range up to 25yrs where young people have additional needs. Through our contract monitoring of current provision and research suggests that the needs of the cohort accessing this support will be met by SLF, universal or specialist support, all of which will be available. Thus the proposed changes will have a neutral or positive impact.

Gender Reassignment

Unlikely to be affected

Marriage and Civil Partnership

Unlikely to be affected

Pregnancy and Maternity

Teenage parents may be specifically affected, through our contract monitoring of current provision and research suggests that the needs of the cohort accessing this support will be met by SLF, children's centre, universal or specialist support, all of which will be available. Thus the proposed changes will have a neutral or positive impact.

Race

Unlikely to be affected

Religion or Belief

Unlikely to be affected

Sex

Unlikely to be affected

Sexual Orientation

Unlikely to be affected.

Other groups

Any minority group may feel socially isolated.

	e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	Although our contract monitoring of current provision and research suggests that the needs of this group accessing this support will be met by SLF, universal or specialist support, all of which will be available. Thus the proposed changes will have a neutral or positive impact.
	Community Cohesion	Unlikely to have an impact
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	Will not apply
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	Will not apply
	Article 4: Right not to be subjected to slavery/ forced labour	Will not apply
	Article 5: Right to liberty and security	Will not apply
	Article 6: Right to a fair trial	Will not apply
	Article 7: No punishment without law	Will not apply
	Article 8: Right to respect for private and family life	Services will address issues of support in a private and confidential manner
	Article 9: Right to freedom of thought, conscience and religion	Will not apply
	Article 10: Right to freedom of expression	Services will facilitate right to freedom of expression through voice activity
	Article 11: Right to freedom of assembly and association	Will not apply
	Article 12: Right to marry	Will not apply
	Article 14: Right not to be discriminated against	The service gives consideration and due regard to the Public Sector Equality Duty
	Part 2: The First Protocol	
	Article 1: Protection of property/ peaceful enjoyment	Will not apply

	Article 2: Right to education	The service will consider and support right to education
	Article 3: Right to free elections	Will not apply
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.	
<p>We feel any adverse impact will be mitigated by means of LCC service delivery and those of partner agencies such as schools and health services, prioritising vulnerable groups and individuals.</p> <p>We do not feel there will be discriminatory impact. There would be support for those families with the greatest need, where intervention will be most effective in reducing family breakdown and the need for specialist services.</p>		
<p>N.B.</p> <p>i) If you have identified adverse impact or discrimination that is <u>illegal</u>, you are required to take action to remedy this immediately.</p> <p>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.</p>		
22.	<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"> 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 	
<p>Feedback from previous provider consultation events showed that on the whole there was strong support for prioritising services on the most vulnerable children and families. The proposed new model will ensure adequate and accessible early intervention services for young children and their parents is a key part of LCC Early Help service provision.</p> <p>Young people demonstrating the need for further support and advice will be supported by means of LCC SLF teams and health partners.</p> <p>Early Help services have prioritised developing the skills of practitioners to succeed in</p>		

intervening early and confidently as the first indicators of poorer well-being become apparent.

Future in Mind sets out a clear national ambition in the form of key proposals to transform the design and delivery of a local offer of services for children and young people with mental health needs. Many of these are cost-neutral, requiring a different way of doing business rather than further significant investment. LCC are involved in a county wide group with partners to review service design and seek to source additional funding to support young people with complex issues. Leicestershire County Council will ensure that young people are supported in line with expectations of Ofsted single inspection which sets out the requirement for Local Authorities and partners to offer help ‘when needs and/or concerns are first identified and, as a consequence of the early help offered, children’s circumstances improve and, in some cases, the need for targeted services is lessened or avoided.’

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.

We have identified that young people aged 11 -19 and will be the groups most affected by changes.

There was limited evidence around the effect the Policy is likely to have on groups that share certain characteristics. In order to militate against poorer outcomes for these groups work is underway with representatives from the District Implementation Group (DIG) and Health partners to ensure that joint commissioning at the needs identification stage influences future decision making. SLF service will be able to support a proportion of young people with wellbeing needs, they will also be able to support and signpost young people to access other appropriate service provision. Online counselling service provision has been commissioned by the CCG and will be a supplementary means of support for Young People.

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?

De-commissioning these services reduces the support available to young people 11-19 who are experiencing a broad range of difficulties; 159 young people were in receipt of the services in quarters 1 & 2 of 2015.

We will monitor impact on young people through referrals for early help services and needs identified in assessments. We aim to cross reference with health partners with regards to the take up of other services such as the online counselling service.

25. How will the recommendations of this assessment be built into wider planning and review processes?
The statutory guidance for Improving Young People’s well-being strengthens the

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	<p>emphasis on reducing inequalities through a focus on those in greatest need of support.</p> <p>Representatives of the sub group of the Commissioning Reference Group have undertaken an analysis of provision against the requirements of the June 2012 Statutory guidance aligning commissioning and service provision against this framework to ensure a consistent offer.</p> <p>The involvement of young people in shaping and influencing services is not only a cornerstone of effective youth work but is an expectation placed on Local Authorities – (section 3 June 2012 Statutory guidance). Activity of this type is built into the ‘voice/active involvement’ strategy for the department.</p>
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**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
Monitor the impact that ending this contract has in relation to equality and diversity.	Collect data on numbers of Young People accessing support	Ensure that learning from analysis of data is used to influence Health and Well being commissioning, in particular ensuring that mental health services are commissioned as part of a joined up strategy using soft and hard data.	Stuart Cross	September 2016
	Analyse data to determine the diversity of Young People accessing support			
	Review the impact on young people through referrals for early help services and needs identified in assessments			
	Identify referral routes in and out of service			

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

1st Authorised Signature (EHRIA Lead Officer): Michelle Reynolds



Date: 02.02.2016

2nd Authorised Signature (DEG Chair): Neil Hanney



Date: 2nd February 2016