

## **Equality & Human Rights Impact Assessment (EHRIA)**

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

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

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

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

<b>Key Details</b>	
<b>Name of policy being assessed:</b>	Support for child secondary victims of domestic abuse – including developments in the funding and provision of services following on from the JADA (Journey Away from Domestic Abuse) bridging Service contract.
<b>Department and section:</b>	Children and Family Services, Community Safety and Targeted Early Help.
<b>Name of lead officer/ job title and others completing this assessment:</b>	Julia Young/Gurjit Samra-Rai
<b>Contact telephone numbers:</b>	0116 305 7594 / 3056056
<b>Name of officer/s responsible for implementing this function:</b>	Julia Young/Gurjit Samra-Rai
<b>Date EHRIA assessment started:</b>	13/08/15
<b>Date EHRIA assessment completed:</b>	Commenced 28/8/15. Revised on 30/12/15 Revised and completed 6/1/17

# 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.

<b>1</b>	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>Children and Family Services, Community Safety and Targeted Early Help managers will replace the Domestic Abuse (JADA) bridging contract, with a range of alternative resources. The JADA contract which provided joined up domestic abuse recovery support for parents and children living in Leicestershire concluded in December 2015. Some continuing support was made available through the JADA project to the end of March 2016 for children receiving support at the conclusion of the contract. Planning in December 2015 included a variety of commissioned and internally delivered resources.</p> <p>An EHRIA was drafted in December 2015 regarding the conclusion of the Journey Away From Domestic Abuse (JADA) bridging contract, setting out likely gaps/risks and presenting a forward plan to deliver services internally. However core elements relating internal posts element were not progressed. The model set out in the December 2015 included internal specialists posts, which were found to be unviable and the internal roles could not be recruited to.</p> <p>This new EHRIA presents the Policy which went on to be delivered.</p> <p><b>The perceived gaps following the conclusion of the JADA bridging contract were as follows:</b></p> <ul style="list-style-type: none"><li>• Loss of 1-2-1 specialist domestic abuse support for children affected by domestic abuse. JADA received 358 referrals in 2014/15 and 547 referrals 2015/16. To offer further context, 982 adults accessed Outreach support from specialist domestic abuse services in 2014/15, with 838 accessing support in the first 2 quarters of 2015/16.</li><li>• Loss of group recovery work for children affected by domestic abuse</li><li>• Loss of domestic abuse specialists at Early Help Hub meetings</li></ul> <p><b>Agreed approach to meet perceived gaps:</b></p> <p>There are <b>four</b> elements to the new policy, providing a rounded and thoughtful response to the perceived gaps following the conclusion of the JADA bridging contract.</p> <ol style="list-style-type: none"><li>1. <b>Primary victims of Domestic Abuse and Sexual Violence can access support via e <a href="#">LLR UAVA contract</a>, which commenced on 1.12.15. This contract ensures that any primary victim of domestic abuse aged 13+ can access advice and support, tailored to need and risk. <i>This measure ensures that support is still available for adults at risk from domestic abuse, including vulnerable parents. This model delivers a more consistent and accessible service to vulnerable families by simplifying routes into needs led support.</i></b></li><li>2. <b>Training and supporting a network of Domestic Abuse Champions from across C&amp;FS, to enhance practitioner skills, awareness and confidence in</b></li></ol>
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**meeting the needs of families at risk from, or recovering from domestic abuse.**

*This measure acknowledges that domestic abuse is a significant factor in the lives of the children our services work with, and is therefore should be a core element of our business. The Domestic Abuse Champions scheme aims to build staff awareness, skills and confidence by investing in and supporting a network of passionate practitioners, who can support with the delivery and transfer of good practice principles. The core principles behind the scheme are (1) Equipping practitioners with key information and confidence required to respond swiftly and safely to families at risk from Domestic abuse (2) Harness guidance, resources and support which support practitioners can use to make defensible decisions. (3) Build intelligence about gaps and themes for development, which can be escalated and translated into change by strategic leads*

3. **Increasing the number of Early Help Staff trained to deliver the Feeling Safe Group Recovery Programme.** *This measure ensures that C&FS are taking active steps to contribute to and learn from interventions for young people affected by domestic abuse. Programmes are now running in each of the localities. The Feeling Safe Group Recovery Programme improves outcomes for young people and minimises the impact in later life by addressing the cycle of domestic abuse.*
4. **Funding a short term (1 year) grant funded SLA for 1-2-1 work with children affected by domestic abuse, delivered in partnership with local specialist domestic abuse services.** *This measure ensures that children recovering from domestic abuse, not ready or suitable for the Feeling Safe Group Recovery Programme can access specialist 1-2-1 support. This provides a much needed resource and referral route for C&FS to meet the needs of this cohort, the majority of whom would otherwise be unable to access support because they do not meet threshold for alternative C&FS interventions. This measure also ensures that links with the Early Help Hub are revived. Written into the terms of SLA is a requirement for engagement with the Hub and Early Help outposts. Good inter agency working practices and communication will support us to target and respond to the most vulnerable families who are most at risk of poor outcomes. Working with a specialist domestic abuse provider to deliver this work will maximises opportunities for joined recovery journey for parent and child.*

**Responding to remaining gaps:**

It is acknowledged that the capacity of the 1-2-1 Children's DA Service SLA (due to commence in February 2017) will not match that provided via the JADA service. Based on the data provided via the LLR UAVA contract, in any one quarter since December 2015, there has been an average of 230 young people associated with parents accessing UAVA support services in Leicestershire.

The SLA commencing February 2017 will provide 42 support hours per week with an average caseload of 25 children. Each child will access a 6 week blocks of specialist 1-2-1 support, building the child's self-esteem, and supporting onward safety and resilience. It is anticipated that an average of 150 children can access a 6 week intervention, based upon a 40 week school year. However, this is a needs led service, so where additional needs are identified these will be addressed.

The Feeling Safe Group Recovery Programme is also expected to offer resilience as regards capacity. Work to strengthen partnership working between Early Help and Specialist Domestic Abuse Services is currently underway to further support this. In addition, it is also anticipated that increased awareness and confidence across the Children's Workforce will support a stronger, inter-agency approach to identifying and responding to risk, making the best possible use of opportunities to safeguard.

	<p><b>Other Developments of note which contribute to The Policy:</b></p> <p>A small amount of funding has been made available for spot-purchasing of additional specialist therapeutic support for children using controlling and abusive behaviours against family members. A small amount of funding has also been identified for addition programmes for perpetrators of domestic abuse from April 1<sup>st</sup> 2016 for the period January 2017 to September 2017.</p> <p>There has been further work completed to clarify referral and support pathways for use by the children's workforce. In addition, joint working protocols have been developed between local specialist domestic abuse services and C&amp;FS. Resources are held on the <a href="#">Domestic Abuse Section</a> of the Leicestershire and Rutland Safeguarding Board Website, and content is updated by the Domestic Abuse Reduction Coordinator. There are also resources held on <a href="#">C&amp;FS intranet pages</a>.</p>
2	<p>Does this relate to any other policy within your department, the Council or with other partner organisations?</p> <p>The new approach to service delivery is a result of the Remodelling Early Help project, which is one component of the Children and Family Services Transformation programme. The programme is required to deliver the savings target for Children and Family Services as set out in the Medium Term Financial Strategy (MTFS), 2014-2018.</p> <p>This also relates to Leicester, Leicestershire and Rutland DA &amp; SV Action Plan, Early Help Strategy &amp; Safeguarding procedures. Through the new approach, staff will work with many partner agencies, including specialist domestic abuse services, district councils and health services.</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <ul style="list-style-type: none"> <li>• 0-19 age group</li> <li>• Staff within the Children's Workforce.</li> </ul> <p>0-19 year old secondary victims of domestic abuse will now receive 1-2-1 support from specialist domestic abuse support services as well as group work via the Early Help Workforce. Parents will receive support separately via the LLR UAVA contract. Residents of Leicestershire will receive an enhanced, professional response from C&amp;FS workforce, due to investment in skills made possible via the Domestic Abuse Champions scheme. In addition, the wider Leicestershire County Council workforce can access training on domestic abuse and sexual violence via training modules provided via the LLR UAVA contract.</p> <p>Domestic abuse is a significant factor in the work of Children &amp; Family services and the Children's workforce more broadly, and therefore needs to be considered as part of core business and staff confidence and skills need to be developed to enable staff in the Children's workforce to be able to effectively respond to domestic abuse in the lives of children they work with.</p> <p>Domestic Abuse Champions programme commenced in November 2015. Engagement in the programme has been steady, suggesting sustainability of this approach in the longer term. In addition to the objectives set out in section 1, a core ambition of this programme is to ensure practitioners offer the right response at the right time, reducing the duration of abuse and long impact on families. Champions are trained to better recognise additional barriers and vulnerabilities which may enhance risk for some groups. Champions are trained to cascade news, initiatives and information to</p>

	<p>colleagues across their respective teams supporting key messages to become embedded.</p> <p>Each of the measures put in place are designed to promote family recovery; strengthen understanding between parent and child; re-establish and reinforce bonding; and promote positive relationships/feelings of safety within the child's relationship with their parent.</p> <p>The Leicester, Leicestershire &amp; Rutland specialist support contract will support the 13+ age group who are direct victims of domestic abuse.</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? <b>(Please tick and explain how)</b></p>			
		<b>Yes</b>	<b>No</b>	<b>How?</b>
	Eliminate unlawful discrimination, harassment and victimisation	√		<p>The <b>Children's DA Service</b> which will provide 1-2-1 specialist support for children affected by domestic abuse is asked to accept referrals direct from 2 key sources – the <a href="#">LLR UAVA Service</a> and C&amp;FS Early Help Hub. Written into the terms of SLA is a requirement for engagement with the Hub and Early Help outposts. Good inter agency working practices and communication will support us to target and respond to the most vulnerable families who are most at risk of poor outcomes. Working with a specialist domestic abuse provider to deliver this work will maximises opportunities for joined recovery journey for parent and child.</p> <p>The Feeling Safe Group Recovery programme element of The Policy provides resilience to the Children's DA Service, again supporting us to meet the needs of vulnerable families who are most at risk of poor outcomes. It also provides additional opportunities for engagement and dialogue with parents.</p> <p>The Domestic Abuse Champions element of the approach ensures ongoing investment in the C&amp;FS workforce, equipping workers to identify and determine the most effective intervention for vulnerable families at risk from domestic abuse. This is further enhanced by domestic abuse training units being made available to C&amp;FS staff via the UAVA contract.</p>
Advance equality of opportunity between different groups	√		<p>The <b>Children's DA Service SLA</b> and <b>LLR UAVA Contract</b> element of The Policy are bound by explicit responsibilities requiring the promotion of equality of opportunity, ensuring that children, young people and families most in need of support and poorer outcomes receive it, including groups with protected characteristics. In addition, the core service users will be those identified by C&amp;FS the most vulnerable in line with the Departments strategic priorities. Children's DA service will</p>	

			support the department to target families at risk and deliver needs led support as efficiently as possible.  The <b>Feeling Safe Group Recovery programme</b> element of The Policy, provides resilience to the Children's DA Service, again supporting us to meet the needs of vulnerable families who are most at risk of poor outcomes The <b>Domestic Abuse Champions</b> Element of The Policy explicitly supports the promotion of equality of opportunity, equipping staff to identify and respond barriers and additional vulnerabilities associate with different groups.
	Foster good relations between different groups	√	<b>Children's DA Service SLA, and LLR UAVA Contract elements</b> include formal conditions explicitly requiring the service to be delivered in a manner that promotes understanding and tolerance of different groups and supports social and community cohesion, in line with 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**  
 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.

<b>Section 2</b>			
<b>A: Research and Consultation</b>			
		<b>Yes</b>	<b>No*</b>
<b>5.</b>	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	√	

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?	√	
8.	<p>*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.</p> <p>Consultation has taken place regarding domestic abuse services through two recent consultations: Adults &amp; Communities Early Intervention &amp; Prevention Review and Review of Funding to the Voluntary &amp; Community Sector (Children &amp; Families department). Both of these encompassed funding to domestic abuse services.</p> <p>Stakeholder and service user consultation has also taken place regarding the specific changes to service model arrangements.</p> <p>The Specialist Domestic Abuse Providers who make up the UAVA Consortia were consulted to determine the best way to deliver 1-2-1 support element. UAVA worked together to agree the most viable way forward which would work best for families. As a group they decided that Living Without Abuse would take this work forward. LWA deliver children's recovery work in the city and deliver the recovery element for parents, making them best placed to deliver the SLA. This approach has ensured that all local domestic abuse services have been consulted and support the plan in place.</p>		

<b>Section 2</b> <b>B: Monitoring Impact</b>									
9.	Are there systems set up to:  a) monitor impact (positive and negative, intended and unintended) for different groups;  b) enable open feedback and suggestions from different communities	<table border="1"> <tr> <th data-bbox="1128 1270 1289 1323">Yes</th> <th data-bbox="1294 1270 1465 1323">No</th> </tr> <tr> <td data-bbox="1128 1323 1289 1442" style="text-align: center;">√</td> <td data-bbox="1294 1323 1465 1442"></td> </tr> <tr> <td data-bbox="1128 1442 1289 1543" style="text-align: center;">√</td> <td data-bbox="1294 1442 1465 1543"></td> </tr> </table>	Yes	No	√		√		
Yes	No								
√									
√									
<p><b>Note: If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.</b></p> <p>Developments will be monitored and feedback received through the existing channels for Children's Services. Externally provided data from the DA Children's Service SLA will monitored by the Community Safety Team and included within reporting to local strategic and safeguarding boards.</p> <p>However, Early Help and Community Safety colleagues have identified there is a need to improve recording of domestic abuse within Leicestershire County Council's own systems. Mapping the scale and impact of domestic abuse amongst the families we support must be simplified, to ensure that data can be accessed without the need for intensive analyst support. Gaps in available data hinder development of the evidence base as regards the impact and scale of domestic abuse and impacts strategic planning and commissioning.</p>									

It is recommended that the Community Safety Team & Early Help Managers work closely with Systems Leads to identify gaps and agree a proportionate way forward.

## Section 2

### C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' <a href="#">protected characteristics</a> ' may potentially be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	√		<p><b>Positive:</b> 0-19 age group will be supported by the Children's Workforce and its commissioned Specialist Domestic Abuse Partners. Support will be delivered via their services and the Early Help programme.</p> <p>Addressing child on parent abuse will be developed as part of the broader Early Help provision.</p> <p>The LLR contract will support the 13+ age group who are direct victims of domestic/relationship abuse.</p>
	Disability	√		<p><b>Positive:</b> There is little research directly on whether disabled children are more likely to live in households where domestic abuse is present, however research shows that disabled women are more significantly affected by domestic abuse and there may be links between disability and domestic abuse.</p> <p>Support and an effective approach to domestic abuse will be embedded in Children &amp; Families services including the disabled children service, which should increase visibility and access to support.</p>
	Gender Reassignment		√	<p><b>Not known/Positive:</b> Local and national information is small but growing in the area of gender reassignment and domestic abuse. Accessibility of services will be as per access to Children's services and their commissioned partners more broadly.</p>
	Marriage and Civil Partnership	√		<p><b>Neutral:</b> Domestic abuse can occur in any familial or intimate relationship. Services whether commissioned or internal will be</p>



			provided to people regardless of relationship.
	<b>Pregnancy and Maternity</b>	√	<b>Positive:</b> Pregnancy is known to be a risk factor for domestic violence. The children centre programme targets support for 0-2 year olds and their parents. Upskilling staff working across these the children's workforce and the creation of Champions will ensure pregnant women and those with young children receive a swift, appropriate response.
	<b>Race</b>	√	<b>Positive:</b> Domestic abuse and sexual violence occur regardless of race. Some issues of domestic abuse are more prevalent in different cultures. Services will be provided by both commissioned and internal Children's workforce regardless of background and linking in with specialist BME workers in the LLR service.
	<b>Religion or Belief</b>	√	<b>Neutral:</b> Domestic abuse can occur regardless of religion or belief. Religion and belief can be positive elements of recovery and support. Services will be provided by both commissioned and internal Children's workforce taking religion into account.
	<b>Sex</b>	√	<b>Neutral:</b> Domestic violence is a gendered form of violence <sup>1</sup> . Whilst men and women can both be affected by domestic abuse, more women are affected (1 in 4) <sup>2</sup> and women are more likely to experience more serious violence as part of domestic abuse. <sup>3</sup> Gender is the most significant risk factor for domestic violence <sup>4</sup> Most people accessing some elements of children's services, such as children's centres are women. There is no clear research that identifies whether male or female children are more affected

<sup>1</sup> (Convention on the Elimination of All Forms of Discrimination against Women Committee, General Recommendation 19, Article 1 (11th session 1992, Preamble, Council of Europe Istanbul Convention 201)

<sup>2</sup> Council of Europe, 2002

<sup>3</sup> [www.womensaid.org.uk](http://www.womensaid.org.uk)

<sup>4</sup> Stark, E and Flitcraft, A (1996) 'Preventing Gendered Homicide' in Stark and Flitcraft, *Women at Risk: Domestic Violence and Women's Health*. Sage

				by domestic abuse in the household, however support will be provided as part of existing children's services regardless of gender.
	<b>Sexual Orientation</b>	√		<b>Neutral:</b> Monitoring from local services shows increased numbers identifying as lesbian, gay or bisexual over the last couple of years. Services will be provided through Children's services in line with their work to address equality and diversity.
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	√		<b>Neutral</b> <b>Negative:</b> There is a perceived barrier for some individuals to engagement with the council's children & Family services as it is seen as social care, with the fear that their children may be taken away from them. All communication will be reviewed and tailored to ensure it supports engagement, but is not misleading. Work will be done with referring agencies to ensure this is messages are clear to support engagement. <b>Positive:</b> Deprivation is identified as having a link with domestic abuse. The support is likely to have a positive effect on family life chances.
	<b>Community Cohesion</b>	√		<b>Positive:</b> better functioning families are less likely to have a negative effect on community cohesion.
<b>11.</b>	<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? <b>(Please tick)</b></p> <p>Explain why you consider that any particular <a href="#">article in the Human Rights Act</a> may apply to your policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Part 1: The Convention- Rights and Freedoms</b>			
	<b>Article 2: Right to life</b>	√		<b>Positive:</b> Domestic abuse can

			infringe the rights of people affected under many articles of the Human Rights Act: Risk of death (2), abusive treatment (3), Forced Marriage (4, 12), Coercion and control (potentially 9, 10). The services are focussed on preventing and addressing domestic abuse and supporting people to make informed choices about their lives and behaviour.
<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	√		<b>Positive:</b> See above
<b>Article 4: Right not to be subjected to slavery/ forced labour</b>	√		<b>Positive:</b> See above
<b>Article 5: Right to liberty and security</b>		√	
<b>Article 6: Right to a fair trial</b>		√	
<b>Article 7: No punishment without law</b>		√	
<b>Article 8: Right to respect for private and family life</b>	√		<b>Positive/Neutral:</b> Information sharing between agencies is a key feature of working to address domestic abuse to protect people from harm. This is governed by appropriate information sharing agreement and legislation. Commissioned Services and the internal Children's Workforce will manage individual's information it collects and holds appropriately and in accordance with relevant legislation, local information sharing agreements and its own policy and protocols.
<b>Article 9: Right to freedom of thought, conscience and religion</b>	√		<b>Positive:</b> See article 2
<b>Article 10: Right to freedom of expression</b>	√		<b>Positive:</b> See article 2
<b>Article 11: Right to freedom of assembly and association</b>		√	
<b>Article 12: Right to marry</b>		√	
<b>Article 14: Right not to be discriminated against</b>		√	
<b>Part 2: The First Protocol</b>			
<b>Article 1: Protection of property/ peaceful enjoyment</b>		√	
<b>Article 2: Right to education</b>	√		<b>Positive:</b> Alongside other work such as Operation Encompass this will support young people affected by

				domestic abuse to function effectively in education.
	<b>Article 3: Right to free elections</b>		√	
<b>Section 2</b>				
<b>D: Decision</b>				
<b>12.</b>	Is there evidence or any other reason to suggest that:	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	a) this policy could have a different affect or adverse impact on any section of the community;		√	
	b) any section of the community may face barriers in benefiting from the proposal		√	
<b>13.</b>	Based on the answers to the questions above, what is the likely impact of this policy			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input checked="" type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</b>				
<b>14.</b>	Is an EHRIA report required?	Yes <input type="checkbox"/>	No <input checked="" 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.

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| <b>15.</b> | 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? <ul style="list-style-type: none"> <li>a) current needs and aspirations and what is important to individuals and community groups (including human rights);</li> <li>b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);</li> <li>c) likely barriers that individuals and community groups may face (including human rights)</li> </ul> |
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| <b>16.</b> | 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? |
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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.

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| <b>17.</b> | 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 |
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	impact and <u>what</u> does this consultation tell you about each of the diverse groups?
<b>18.</b>	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?

<b>Section 3</b>																									
<b>B: Recognised Impact</b>																									
<b>19.</b>	Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.																								
	<table border="1"> <thead> <tr> <th></th> <th><b>Comments</b></th> </tr> </thead> <tbody> <tr> <td><b>Age</b></td> <td></td> </tr> <tr> <td><b>Disability</b></td> <td></td> </tr> <tr> <td><b>Gender Reassignment</b></td> <td></td> </tr> <tr> <td><b>Marriage and Civil Partnership</b></td> <td></td> </tr> <tr> <td><b>Pregnancy and Maternity</b></td> <td></td> </tr> <tr> <td><b>Race</b></td> <td></td> </tr> <tr> <td><b>Religion or Belief</b></td> <td></td> </tr> <tr> <td><b>Sex</b></td> <td></td> </tr> <tr> <td><b>Sexual Orientation</b></td> <td></td> </tr> <tr> <td><b>Other groups</b> e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</td> <td></td> </tr> <tr> <td><b>Community Cohesion</b></td> <td></td> </tr> </tbody> </table>		<b>Comments</b>	<b>Age</b>		<b>Disability</b>		<b>Gender Reassignment</b>		<b>Marriage and Civil Partnership</b>		<b>Pregnancy and Maternity</b>		<b>Race</b>		<b>Religion or Belief</b>		<b>Sex</b>		<b>Sexual Orientation</b>		<b>Other groups</b> e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities		<b>Community Cohesion</b>	
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<b>Gender Reassignment</b>																									
<b>Marriage and Civil Partnership</b>																									
<b>Pregnancy and Maternity</b>																									
<b>Race</b>																									
<b>Religion or Belief</b>																									
<b>Sex</b>																									
<b>Sexual Orientation</b>																									
<b>Other groups</b> e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities																									
<b>Community Cohesion</b>																									

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?
<b>Comments</b>	
<b>Part 1: The Convention- Rights and Freedoms</b>	
	<b>Article 2: Right to life</b>
	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>
	<b>Article 5: Right to liberty and security</b>
	<b>Article 6: Right to a fair trial</b>
	<b>Article 7: No punishment without law</b>
	<b>Article 8: Right to respect for private and family life</b>
	<b>Article 9: Right to freedom of thought, conscience and religion</b>
	<b>Article 10: Right to freedom of expression</b>
	<b>Article 11: Right to freedom of assembly and association</b>
	<b>Article 12: Right to marry</b>
	<b>Article 14: Right not to be discriminated against</b>
<b>Part 2: The First Protocol</b>	
	<b>Article 1: Protection of property/ peaceful enjoyment</b>
	<b>Article 2: Right to education</b>
	<b>Article 3: Right to free elections</b>
<b>Section 3</b>	
<b>C: Mitigating and Assessing the Impact</b>	
Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.	
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

	<p>impact or discrimination.</p> <ul style="list-style-type: none"> <li>a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination</li> <li>b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed</li> <li>c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why</li> </ul>
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### Section 3

#### D: Making a decision

<b>23.</b>	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

<b>24.</b>	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?
<b>25.</b>	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.

<b>Equality Objective</b>	<b>Action</b>	<b>Target</b>	<b>Officer Responsible</b>	<b>By when</b>

## 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](mailto: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

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



Date: 30/01/17

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



Date: 30.01.17