

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:	SLF Youth Service
Department and section:	Children & Family Services Department
Name of lead officer/ job title and others completing this assessment:	Jane Moore – Head of SLF Dave Isaac – Project Manager Sharon Lee – Operational Lead
Contact telephone numbers:	JM – 0116 3052649 DI – 0116 3058022
Name of officer/s responsible for implementing this policy:	Remodelling Project Group: Walter McCulloch Project Assurance: Transformation Board, Lesley Hagger Project Lead: Jane Moore
Date EHRIA assessment started:	14 th December 2015
Date EHRIA assessment completed:	14th April 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

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

Leicestershire County Council is currently undertaking significant transformational change due to the funding situation across public services nationally. To meet these financial challenges the Council has developed a 3 year Medium Term Financial Strategy (MTFS), to co-ordinate change and efficiency savings of £4.59 million to be delivered by 2017/18.

Since April 2015, a revised Early Help model has been delivered by a single service with multi-disciplinary teams based in localities. The former Youth Service (has been integrated with the extended Supporting Leicestershire Families Service, alongside a number of other Early Intervention teams. Youth workers have been placed across the SLF service, contributing to whole family working and providing a graduated offer to prevent the escalation of need.

There is now a requirement to deliver an additional saving of £200K across Youth Services for 2016/17. In line with many other Local Authorities, open access youth provision (universal) can no longer be afforded. District councils working alongside voluntary, community and religious providers are being encouraged to extend their offer to reach more youngsters living in their communities.

In order to achieve the required level of savings in 2016/17 the broad intentions are to:

1. Reduce the large number of fragmented and part time contracts across the staff group.



Currently there are a large number of part time contracts. Many youth workers have multiple contracts, work in a number of teams and may have multiple line managers. These numerous contracts create risks in relation to standards and consistency of care additionally there is a heavy administrative and management burden, resulting in inefficiency and higher costs. From April 2016 a smaller number of front line youth work staff based in SLF locality teams either on half time or full time contracts will contribute to the delivery of targeted interventions to vulnerable individuals and groups.

2. Develop a youth offer directly linked to the assessed need in localities.

The service will deploy all resource in a more targeted way to meet prioritised needs in each geographic area. Some projects currently delivered by LCC will stop. The level of resourcing needed to support projects will reduce.

3. Reduction in operational commissioning budgets

From April 2016, procurement of additional youth counselling services will cease. A small budget will be retained to commission young carers support and to spot purchase individual counselling input on a case by case basis. There will be a separate EHRIA to

	cover this element.										
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 SLF Youth Offer is subject to re-organisation through an HR Action Plan which will be launched on the 18th January. Service delivery of youth work provision will now be determined based on assessed need in localities and will be fully integrated into a whole family approach. The current practice of staff being given multiple part time contracts will change and all staff will be on either half time or full time contracts. This will provide a more efficient service. From April 2016 a smaller number of front line youth work staff based in SLF locality teams will contribute to the delivery of targeted interventions to vulnerable individuals and groups.</p> <p>The current arrangement for commissioning youth counselling services will end and future demand will be flexibly addressed through spot purchase arrangements based on assessed need for individual children. The recent commission by Public Health of a universal youth counselling service delivered by an experienced external provider is also now in place.</p>										
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>Service Users – the changes being implemented will result in a fully targeted service based on assessed need with the relevant projects being delivered in the right place at the right time and directly linked to other provision in the area. At a meeting of the Corporate Consultation and Engagement Group on 14th October 2015 it was decided that formal consultation was not required as this was predominantly a change to service structure rather than service delivery. Details of the new service offering and related impacts are contained in the following documents</p> <div style="display: flex; justify-content: space-around; align-items: center;">   </div> <p>Copy of Attendees at Targeted Groups 3 EHRIA v5 Supporting Document.doc</p> <p>LCC Employees – Changes to staffing structures were introduced via an HR Action Plan (SLF Youth Offer) and staff were fully consulted as part of this Action Plan.</p> <p>Commissioned Services (Service Providers) – the current commissioning arrangement for youth counselling services will end. Public Health has commissioned a universal online counselling service which is now operational and available across Leicestershire. In addition the newly configured SLF teams will be able to spot purchase additional provision where required. This element will be the subject of a separate EHRIA (Young Person's Wellbeing Provision) that can be accessed at http://www.leics.gov.uk/young_people_8217_s_wellbeing_provision.pdf</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" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 10%; text-align: center;">Yes</th> <th style="width: 10%; text-align: center;">No</th> <th style="width: 20%; text-align: center;">How?</th> </tr> </thead> <tbody> <tr> <td>Eliminate unlawful discrimination, harassment and victimisation</td> <td style="text-align: center;">X</td> <td></td> <td>This service will ensure that the support needs of vulnerable young people will be properly assessed to ensure the appropriate services are delivered at the appropriate locations.</td> </tr> </tbody> </table>				Yes	No	How?	Eliminate unlawful discrimination, harassment and victimisation	X		This service will ensure that the support needs of vulnerable young people will be properly assessed to ensure the appropriate services are delivered at the appropriate locations.
	Yes	No	How?								
Eliminate unlawful discrimination, harassment and victimisation	X		This service will ensure that the support needs of vulnerable young people will be properly assessed to ensure the appropriate services are delivered at the appropriate locations.								

	Advance equality of opportunity between different groups	X		This service will take into account the specific needs of young people in order to afford them equality of opportunity.
	Foster good relations between different groups	X		This service will ensure that equality, diversity and community cohesion are actively promoted throughout the process with input and advice via a variety of service user forums.

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;		X
	b) any potential impact of this change on them (positive and negative, intended and unintended);		X
	c) potential barriers they may face		X
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?		X
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		X
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.		
	Put something in here about the current transient nature of the service with projects starting up and finishing all the time. Lots of time limited, quite		

short term projects.
Historically, a distinct 'youth service' has provided a substantial amount of short-term projects in various parts of the county. Often groups or projects would be time-limited and transient in nature. The new approach to service delivery takes a more strategic approach and will ensure that interventions and services provided are effectively targeted to the identified needs of localities as well as individual young people. The new universal on line counselling service offers non stigmatising access to young people to meet their emotional support needs. The additional use of spot purchasing will ensure that specific and more serious need is addressed effectively. The streamlining of staff contracts to half and full time will ensure more effective management and deployment of frontline resources.

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;	X	
	b) enable open feedback and suggestions from different communities	X	

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

Section 2

C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the ' protected characteristics ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	X		The support provided to vulnerable children and their families will be better targeted as a result of more effective identification of local and individual need. Less fragmented staffing arrangements will ensure more efficient service delivery.
	Disability	X		The support provided in this area will be better targeted as a result of more effective identification of local and individual need. Less fragmented staffing

				arrangements will ensure more efficient service delivery.
	Gender Reassignment	X		The service user will continue to receive the appropriate support from the Children's and Families Service.
	Marriage and Civil Partnership	X		Regardless of relationship status, service user needs are central to decision making.
	Pregnancy and Maternity	X		A Service User who is pregnant will be supported to access appropriate services. This is likely to have a positive effect.
	Race	X		Regardless of race, service users' needs are central to decision making.
	Religion or Belief	X		Regardless of religion or belief, Service users' needs are central to decision making.
	Sex	X		Regardless of children's sex, service users' needs are central to decision making.
	Sexual Orientation	X		A service user requiring support will be supported to access appropriate services. This is likely to have a positive effect.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X		A service user requiring support will be supported to access appropriate services. This is likely to have a positive effect. More effective identification of local and individual need will ensure that the most vulnerable service users receive appropriate targeted services.
	Community Cohesion	X		Improved service delivery to service users is likely to improve community cohesion.
11.	<p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to your policy/ practice/ function or procedure and how the human rights of</p>			

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		There is an active obligation to protect life where a public authority is aware of an imminent and real threat to someone's life. Public authorities should take appropriate preventative operational measures to protect that person. There is a similar obligation where a person is under the care of a public authority, in that it must take appropriate steps to ensure that the person is safe.
Article 3: Right not to be tortured or treated in an inhuman or degrading way	X		There is a positive obligation on public authorities to intervene to stop torture, inhuman or degrading treatment or punishment as soon as they become aware of it, even if a private individual is carrying it out.
Article 4: Right not to be subjected to slavery/ forced labour		X	
Article 5: Right to liberty and security		X	
Article 6: Right to a fair trial		X	
Article 7: No punishment without law		X	
Article 8: Right to respect for private and family life	X		The whole family approach taken by Supporting Leicestershire Families ensures that private and family life is respected.
Article 9: Right to freedom of thought, conscience and religion		X	
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	

Part 2: The First Protocol				
Article 1: Protection of property/ peaceful enjoyment		X		
Article 2: Right to education		X		
Article 3: Right to free elections		X		
Section 2				
D: Decision				
12.	Is there evidence or any other reason to suggest that:	Yes	No	Unknown
	a) this policy could have a different affect or adverse impact on any section of the community;		X	
	b) any section of the community may face barriers in benefiting from the proposal		X	
13.	<p>Based on the answers to the questions above, what is the likely impact of this policy</p> <p>The streamlining of multiple and fragmented staff contracts will have a positive impact in terms of improved consistency of service delivery and reduced management/administrative work.</p> <p>The revision of the local authority's youth offer will ensure that service delivery is better targeted to identified local and individual need.</p> <p>The reduction in departmental commissioning budgets and changes in universal youth provision will be mitigated by the increasing engagement of other partners (district and borough councils and voluntary sector organisations) with young people living in different localities. LCC officers will continue to support and encourage other agencies to build localised community provision which will build community capacity to meet wider need.</p> <p>The commission of Kooth the online counselling service alongside the use of spot purchasing will ensure a graduated response is available for young people living in Leicestershire.</p>			
	No Impact <input type="checkbox"/>	Positive Impact <input checked="" type="checkbox"/>	Neutral Impact <input 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 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 <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>Comments</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td></td> </tr> <tr> <td>Disability</td> <td></td> </tr> <tr> <td>Gender Reassignment</td> <td></td> </tr> </tbody> </table>		Comments	Age		Disability		Gender Reassignment	
	Comments								
Age									
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	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 illegal, you are required to take action to remedy this immediately.

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

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

Section 3

D: Making a decision

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

Section 3

E: Monitoring, evaluation & review of your policy

<p>24.</p>	<p>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?</p>
<p>25.</p>	<p>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></p>

**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. 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): ...



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Date: ...08.12.16.....

2nd Authorised Signature (DEG Chair):



Date: 08.12.16