

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.

Please refer to the EHRIA [guidance](#) before completing this form. If you need any further information about undertaking and completing the assessment, 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:	Wraparound Therapeutic Service (WTS@LCC)
Department and section:	Children & Families Social Care Children's Commissioning
Name of lead officer/ job title and others completing this assessment:	Liz Perfect Jeanette Young, Consultant
Contact telephone numbers:	
Name of officer/s responsible for implementing this policy:	Sharon Cook
Date EHRIA assessment started:	22 nd November 2017
Date EHRIA assessment completed:	

Section 1: Defining the policy

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of the 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 the policy? <i>What has changed and why?</i></p> <p>WTS@LCC requires a provider to deliver a wraparound therapeutic support service for a specific group of children and young people who are deemed as being looked after children by Leicestershire County Council. This wraparound therapeutic service for children and young people aged between 8 -18 year old will deliver improved outcomes for children and young people by moving them from residential care to family based living ideally in Leicestershire or by preventing them moving into residential care.</p> <p>The service will work with two groups of children & young people.</p> <ul style="list-style-type: none"> • Firstly a designated group of children and young people with complex needs who present with such significant challenging and risk-taking behaviour that their placement stability is considerably and regularly threatened. • Secondly it will be required to work with children and young people who are on the edge or risk of admission to care or moving from fostering to residential care. <p>Extensive research and evidence shows that local area - family based living usually delivers better outcomes in a range of areas including socially, educationally and health and it is an LCC objective that as many children as possible should have that opportunity.</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 Reducing Cost Demand in Social Care Outline Business Case (OBC), which was approved in July 2017, established three main strategies for reducing cost in Children's Social Care. These were:</p> <ul style="list-style-type: none"> • Prevent: Identify those looked after children (LAC) whose needs are most at risk of escalating and deploy strategies to stabilise their current placements and prevent the need for residential care. • Intervene: Seek to put in place strategies, support and interventions to enable children and young people, for whom it is appropriate, to step down from high cost placements to family-based provision, improving their outcomes and reducing cost. • Buy Better: Examine ways by which services and placements can be more efficiently commissioned to realise volume savings. • The OBC set out that at the heart of all projects and strategies deployed in this area, there will be a core focus on ensuring the right place for the right child and ensuring the best possible outcomes are achieved for Leicestershire's Children and

	Young People in care.		
	<ul style="list-style-type: none"> WTS@LCC focuses around the 'intervene' and 'prevent' strategies. 		
3	Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?		
	Looked after children who are in residential care or looked after children at risk of entering residential care. Children not yet looked after who are considered to be at high risk of entering care and going into residential care.		
4	Will the 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	Yes	
	Advance equality of opportunity between different groups	Yes	
	Foster good relations between different groups	Yes	
			It will operate in a non-discriminating manner
			By taking an equal opportunity approach to all potential placements
			By making the service available to identified different groups

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 a 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			
5.	Have the target groups been consulted about the following?	Yes	No*
	a) their current needs and aspirations and what is important to them;		Give th
	b) any potential impact of this change on them (positive and negative, intended and unintended);		No

	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)?		No
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?		No
8.	*If you answered 'no' to the questions above, please use the space below to outline either what consultation you are planning to undertake or why you do not consider it to be necessary.		
	As this is an additional service		

Section 2

B: Monitoring Impact

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	Yes	No
		Yes, once the service goes live	
		Yes, once the service goes live	

Note: If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.

Section 2

C: Potential Impact

10.	Use the table below to specify if any individuals or community groups who identify with any of the protected characteristics may potentially be affected by the policy and describe any positive and negative impacts, including any barriers.			
		Yes	No	Comments
	Age	Yes		The service is limited to children and young people aged between 8 – 18 years
	Disability	Yes		The service is open to disabled young people with cognitive ability
	Gender Reassignment		No	

	Marriage and Civil Partnership			Not applicable
	Pregnancy and Maternity		No	
	Race		No	
	Religion or Belief		No	
	Sex		No	
	Sexual Orientation		No	
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities		No	
	Community Cohesion		No	
11.	<p>Are the human rights of individuals <i>potentially</i> 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 the policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB: include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
	Part 1: The Convention- Rights and Freedoms			
	Article 2: Right to life		no	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		no	
	Article 4: Right not to be subjected to slavery/ forced		no	

	labour			
	Article 5: Right to liberty and security		no	
	Article 6: Right to a fair trial		no	
	Article 7: No punishment without law		No	
	Article 8: Right to respect for private and family life		no	
	Article 9: Right to freedom of thought, conscience and religion		no	
	Article 10: Right to freedom of expression		no	
	Article 11: Right to freedom of assembly and association		no	
	Article 12: Right to marry		no	
	Article 14: Right not to be discriminated against		no	
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment		no	
	Article 2: Right to education		no	
	Article 3: Right to free elections		no	
Section 2				
D: Decision				
13.	Is there evidence or any other reason to suggest that:	Yes	No	Unknown
	a) the policy could have a different affect or adverse impact on any section of the community;		no	
	b) any section of the community may face barriers in benefiting from the proposal	Yes, as it is limited to looked after children		
13.	Based on the answers to the questions above, what is the likely impact of the policy			
	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 type="checkbox"/> N
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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.

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.

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 the policy and to critically examine whether it is *likely* to have a positive or negative impact on different groups within our diverse communities. It should also identify any barriers that may adversely affect under-represented communities or groups that may be disadvantaged by the way in which we carry out our business.

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

Section 3

A: Research and Consultation

When considering the target groups, it is important to think about whether new data

needs to be collected or whether there is any existing research that can be utilised.

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

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

16. Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?

When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.

17. Based on the gaps identified either in the EHRIA Screening or independently of this process, **how** have you further consulted with those affected on the likely impact and **what** does this consultation tell you about each of the diverse groups?

18.	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?

Section 3											
B: Recognised Impact											
19.	Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are likely to be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.										
	<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;"></th> <th style="width: 50%;">Comments</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Age</td> <td></td> </tr> <tr> <td style="text-align: center;">Disability</td> <td></td> </tr> <tr> <td style="text-align: center;">Gender Reassignment</td> <td></td> </tr> <tr> <td style="text-align: center;">Marriage and Civil Partnership</td> <td></td> </tr> </tbody> </table>		Comments	Age		Disability		Gender Reassignment		Marriage and Civil Partnership	
	Comments										
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	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 likely to apply to the 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	

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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.

NB:

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 consultation 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 the policy

24. Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

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

**Section 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 the Digital Services Team via web@leics.gov.uk 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 Y

Equality and Human Rights Assessment Report N

1st Authorised Signature (EHRIA Lead Officer):

Date:

2nd Authorised Signature (DEG Chair):

Date: