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:	Technology Enabled Care (TEC)
Department and section:	Adults and Communities
Name of lead officer/ job title and others completing this assessment:	Nigel Thomas (AD)
Contact telephone numbers:	0116 3057379
Name of officer/s responsible for implementing this policy:	Nigel Thomas (AD) Matthew Norman (TU Project Manager)
Date EHRIA assessment started:	23/12/2020
Date EHRIA assessment completed:	23/12/2020

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	What is new or changed in the policy? *What has changed and why?*
	▪ Technology Enabled Care (TEC) is emerging as an inclusive term to describe a range of IT and digital solutions that can be used to support service user outcomes across the Care Pathway. It includes assistive technology, aids and adaptations, telecare and telehealth. TEC is seen as a key cornerstone of the A&C department's digital strategy.
	▪ The way in which care technology (CT) is currently being delivered is not achieving the Council's objectives or ambition for the use of technology. A diagnostic was commissioned through Hampshire County Council to understand the potential benefits of increasing the use of customer facing TEC in the Care Pathway.
	▪ The main conclusion from the review was that there is a compelling case for the transformation of the approach to care technology in LCC. Care technology transformation will support LCC's new strength-based approach, its new target operating model and provide a better service to service users and deliver a significant financial contribution to the council.
2	Does this relate to any other policy within your department, the Council or with other partner organisations? *If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.* ▪ Links with the A&C department's digital strategy ▪ The strategic ambitions of TEC are underpinned by the Council's Strategic Plan and the new Adults and Communities Department Strategy 2020-24, the latter of which was approved by the Cabinet at its meeting of 18 September 2020. The Strategy sets out the aim to ensure that the services delivered meet the eligible needs of the citizens of Leicestershire to maximise their opportunities and wellbeing, and maintain their independence.
3	Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?

	- The TEC service will be made available (where appropriate) to anyone undergoing an assessment resulting in identified care and support needs. - Where appropriate, referrals will be made to the TEC service to explore whether outcomes can be met with a TEC solution, to help increase the service user's independence in their own home or care setting. - If it is felt that TEC does not meet the service users need or not help them achieve an identified outcome, the referral will cease, and alternative, appropriate care/support will be commissioned.				

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		X	
Advance equality of opportunity between different groups	X		TEC (where appropriate) will enable service users to be more independent in their own homes or care setting.
Foster good relations between different groups		X	

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

Section 2: Equality and Human Rights Impact Assessment Screening
The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for 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

		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	
	There is relatively recent information from the A&C Strategy Consultation which showed that service users and carers had some reservations – mainly around the ability of service users accepting or being able to use TEC and in particular that TEC is not used to replace other forms of support but rather to augment and improve it. In addition, there is evidence around digital comms to support Social and Health Care support during Covid – which suggests it can enable and enhance access to services and having TEC options is better for some people than in person or phone services – but there is still the digital access/exclusion issue – whether it is the equipment or the connectivity. Referrals to the Technology Enabled Care (TEC) service will be made as part of the Adult Social Care assessment of care needs with individuals. Where it is felt that TEC could meet an identified need, a referral will be made to the TEC service, where a full suitability assessment will be undertaken on an individual basis. If it is felt that TEC does not meet the service users need or not help them achieve an identified outcome, the referral will cease, and alternative, appropriate care/support will be commissioned, which will address any access/exclusion issue.		
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.	*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.		

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 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	X		TEC (where appropriate) will enable older service users to be more independent in their own homes or care setting. Social exclusion will be addressed as part of the care and needs assessment, to mitigate against TEC totally replacing human interaction.
Disability	X		TEC (where appropriate) will enable disabled service users to be more independent in their own homes or care setting. Social exclusion will be addressed as part of the care and needs assessment, to mitigate against TEC totally replacing human interaction.

				TEC could have a positive impact on potential Mental Health conditions, providing greater independence and an improved experience and outcome from social care for groups who have particularly bad experiences and outcomes – e.g. disabled, trans/non-binary gender
Gender Reassignment	X		TEC could have a positive impact on potential Mental Health conditions, providing greater independence and an improved experience and outcome from social care for groups who have particularly bad experiences and outcomes – e.g. disabled, trans/non-binary gender
Marriage and Civil Partnership		X	
Pregnancy and Maternity		X	
Race		X	
Religion or Belief		X	
Sex		X	
Sexual Orientation		X	
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X		TEC (where appropriate) will enable service users to be more independent in their own home and not be affected by traditional services not being available in their area, e.g. access to services in the community, shortage of care provision in their locality, etc. TEC could also provide benefits to carers, both making caring easier and in providing cared for person more independence and

				therefore helping carers to lead better lives
	Community Cohesion		X	

11.	Are the human rights of individuals *potentially* 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 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]

	Yes	No	Comments
Part 1: The Convention- Rights and Freedoms			
Article 2: Right to life		X	
Article 3: Right not to be tortured or treated in an inhuman or degrading way	X		TEC (where appropriate) will enable service users to be more independent in their own homes or care setting.
Article 4: Right not to be subjected to slavery/ forced labour		X	
Article 5: Right to liberty and security	X		TEC (where appropriate) could assist with service users to feel secure in their own environment.
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		TEC (where appropriate) could reduce the number of external care providers entering the service user's home, meaning less 'strangers' entering the service user's home.
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		TEC services (where appropriate) will be made available to all suitable service users, regardless of any protected characteristics.

	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**				
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;		X	
	b) any section of the community may face barriers in benefiting from the proposal		X	
13.	Based on the answers to the questions above, what is the likely impact of the policy			

No Impact ☐   Positive Impact ☒   Neutral Impact ☐   Negative Impact or Impact Unknown ☐

Note: If the decision is 'Negative Impact' or 'Impact Not Known', an EHRIA Report is required.

14.	Is an EHRIA report required?	Yes ☐	No ☒

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is requried 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.

	Comments
Age	
Disability	
Gender Reassignment	
Marriage and Civil Partnership	
Pregnancy and Maternity	
Race	
Religion or Belief	
Sex	
Sexual Orientation	
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	
Community Cohesion	

20.	Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are *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	
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.
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	

14

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** ☒ **Equality and Human Rights Assessment Report** ☐
1st Authorised Signature (EHRIA Lead Officer): Nigel Thomas Date: 6th January 2021
2nd Authorised Signature (DEG Chair): Griff Jones Date: 29th January 2021