

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:	Extra Care, Care and Support
Department and section:	Adults and Communities
Name of lead officer/ job title and others completing this assessment:	Dave Pruden Lead Commissioner Older people Suzanne Lindley Commissioning Officer
Contact telephone numbers:	0116 3058123 0116 3058734
Name of officer/s responsible for implementing this policy:	Dave Pruden
Date EHRIA assessment started:	10/08/2022
Date EHRIA assessment completed:	Date: 18/08/2022

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>Most people who have care and support needs now, or who may develop care and support needs in the future, wish to be supported in their own home or move to a home that can better meet their needs instead of moving into a residential care home. The Extra Care Housing model meets these requirements.</p> <p>LCC commissions care and support within six independently owned Extra Care schemes across the county. Included in the contract is a 24/7 wellbeing service is available to all extra care housing tenants to promote health and wellbeing and respond to unplanned needs or emergency assistance as well as support to tenants to help establish and maintain social contacts and reduce isolation. The contract for this service has been operating since 29 October 2018 and in 2022 DMT gave the authorisation to extend the contract for its full term to end on 31 March 2023.</p> <p>A comprehensive review of this service has been completed which included the implementation of a thorough engagement plan to consult with the target group. The people affected have been consulted using a range of techniques to include face to face meetings, questionnaires and planned telephone calls on their current needs and aspirations; what is important to them; any potential impact of this change on them; and any potential barriers that they may face. The recommendations to change the model is based on these findings.</p> <p>The main changes to the model centres on moving the delivery of the social inclusion element of the wellbeing service from the care service provider to the housing provider but to continue to provide the 24/7 support to tenants for urgent and unplanned care. This will result the council removing the charge of £69.98 per week which tenants pay a contribution following a Financial Assessment carried out by the council.</p> <p>The Housing provider will charge the tenants for the cost of the social element of the wellbeing service as part of the service charge.</p> <p>The implication of this change is the tenants who do not pay for the service or those who pay a small contribution to the current Wellbeing Service may be worse off financially.</p>
2	<p>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.</p> <p>Delivering Wellbeing and Opportunity in Leicestershire: Adults and Communities Department Ambitions and Strategy for 2020 – 2024.</p> <p>Values</p>

	<ul style="list-style-type: none"> • We will listen to feedback from people and staff and use this to inform our practice <p>Our vision and strategy for adult social care 2016 – 2020</p> <ul style="list-style-type: none"> • We will review our current models of service delivery and embed new practices that enhance our offer to people and staff • We will align our services to housing and health partners to better provide joint service delivery at place. <p>In line with Leicestershire County Council's (LCC) Adult Social Care (ASC) Strategy and the Accommodation Strategy for Older People (2016-2026), Extra Care services have been designed to ensure that People who use services get the right level and type of support at the right time in order to help prevent, reduce or delay the need for ongoing support and maximise their independence.</p>
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>Extra Care housing schemes provide supported accommodation to frail or older people at risk who may otherwise require care within a care home setting. The schemes also support people who may have relatively low needs for commissioned care but still need to be in an environment that can offer substantial or intensive personal and practical support when required. People may also have needs resulting from physical ill health, functional mental illness, social isolation, visual impairment and/or general frailty due to ageing, as well as low or moderate levels of dementia.</p> <p>The potential impact of the procurement is upon everyone living in the schemes that are in receipt of commissioned care and/or the wellbeing service. There are approximately 125 people out of the 194 tenants in receipt of commissioned care. Currently less than 1% of the 194 tenants access support from an alternative provider via a direct payment and the number of the tenants opting for direct payments in the future is expected to remain low.</p> <p>The people who are affected by the changes are those who meet the criteria for Extra Care Housing as set out by the Independent Housing Providers. These include People, whose needs cannot practically or economically be met within the person's own home.</p> <p>Extra care housing is generally for people aged 55 and over, although people under 55 years of age will be considered, if they have a physical, sensory or cognitive impairment (such as a diagnosis of early onset dementia) or a learning disability.</p> <p>The intended outcome is that the people within this group, to include all Tenants who do and those who do not have a commissioned package of care. They should, if an emergency need arose, be able to access urgent or unplanned support from the Care Provider who will have a presence on site 24/7.</p> <p>Although the commissioned services from the newly procured onsite care provider will be the offer for LCC customers on a managed service, they may still opt to take a direct payment and purchase their own care, but budgets will be based on the pricing of the commissioned services.</p> <p>Extra Care has been designed to help people optimise their independence at home, and the intended change is to offer a service model focused on reablement and maximising independence. People will be enabled to manage their own care wherever possible, improve their resilience to deal with issues in the future and improve their health and wellbeing outcomes.</p>

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		The Accommodation Strategy for Older People (2016-26), which includes the commissioning of extra care services, recognises that the Council serves a diverse population and supports all individual's rights to make decisions and choices about their accommodation. The extra care service specification highlights the providers' legal obligations in terms of preventing unlawful discrimination, harassment and victimisation.
	Advance equality of opportunity between different groups	X		The change aims to advance equality of opportunity between different groups by ensuring that services are designed to support diverse populations, there is equality of opportunity in terms of accessing services and that care services improve outcomes for older and disabled individuals who choose to live in Extra Care Schemes.
	Foster good relations between different groups	X		The service specification for the service being procured promotes social inclusion and supporting older people living in Extra Care to actively engage in the communities within and outside extra care schemes. Integrating extra care services with local communities can break down barriers and so help to foster good relationships between 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;	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 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

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- 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		<p>Extra care services are generally intended for older people aged 55 or 60 and over, but are exceptions are in place to ensure that younger adults with specific related disabilities are not discriminated against. This includes younger adults with early onset dementia or with a physical care learning disability.</p> <p>The Contractor shall adopt and maintain policies to comply with its statutory obligations under the Equality Act 2010 and any legislation relating to discrimination as modified or re-enacted and accordingly will not treat one group of people less favourably than another because of their age. Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.</p>
Disability	X		<p>There will be no adverse impact on this community. The criteria for accessing extra care housing will mean that people with a disability or limiting lifelong illness will be catered for within the service. There will be a mix of care needs within the tenancies ranging from low to high care needs.</p>

			<p>Extra care housing features a high level of mobility design along with a range of ancillary facilities.</p> <p>All people accessing the care and wellbeing services will be eligible for social care services in line with national eligibility criteria.</p> <p>Data from ADASS reports many people have ongoing care needs as a result of disability, accident or illness.</p> <p>This service is focused on maximising the safety, independence and quality of life for older people with illnesses and disabilities by promoting accessible support for people in their own homes. This change would benefit all people who meet the eligibility to live in an extra care scheme.</p> <p>The Contractor shall adopt and maintain policies to comply with its statutory obligations under the Equality Act 2010 and any legislation relating to discrimination as modified or re-enacted and accordingly will not treat one group of people less favourably than another because of their disability.</p> <p>Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.</p>
	Gender Reassignment	X	<p>The focus on achieving individual outcomes will support the equality of service delivery.</p> <p>The Contractor shall adopt and maintain policies to comply with its statutory obligations under the Equality Act 2010 and any legislation relating to discrimination as modified or re-enacted and accordingly will not treat one group of people less favourably than another because of their gender.</p>

			Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.
	Marriage and Civil Partnership	X	<p>The service provided will continue to support the provision of accommodation for sharing/couples.</p> <p>Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.</p>
	Pregnancy and Maternity	X	<p>It is unlikely that the cohort of people in this group would be affected by the change, however, the providers shall adopt and maintain policies to comply with their statutory obligations under the Equality Act 2010 and any legislation relating to discrimination as modified or re-enacted and accordingly will not treat one group of people less favourably than another because of their situation regarding pregnancy or maternity. If somebody affected by the changes were to fall into this group, they would not meet the housing criteria for extra care and the landlord is therefore likely to offer them suitable alternative accommodation.</p> <p>Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially</p>

				contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.
	Race	X		<p>FACS criteria are designed to ensure fair access based on an assessment of need.</p> <p>The Contractor shall adopt and maintain policies to comply with its statutory obligations under the Equality Act 2010 and any legislation relating to discrimination as modified or re-enacted and accordingly will not treat one group of people less favourably than another because of their race.</p> <p>Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.</p>
	Religion or Belief	X		<p>Religion is closely associated with the cultural and ethnic differences and all care provided for older people with either a physical or mental health disability, should respect religious and other beliefs.</p> <p>The aim of the service is to focus on individuals achieving support outcomes which will support equality of service delivery.</p> <p>Ongoing monitoring will be required to ensure the service is accessible and inclusive. Where specific religious needs or requirements are identified by an individual the service will have the flexibility to accommodate these.</p> <p>Due to the proposed changes, housing providers will provide an</p>

			<p>element of the service which will lead to tenants financially contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.</p>
	Sex	X	<p>Snapshot data from March 2022 shows that the majority of individuals who live in extra care in Leicestershire are women this ranges from 64% of women living in the schemes compared to 36% men. The aim of the service is to focus on achieving individuals' support needs and outcomes which will support equality of service delivery.</p> <p>Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.</p>
	Sexual Orientation	X	<p>The anticipated impact of the potential change of service provider is considered to be neutral. The service specification takes into account the needs and wishes of individuals with regard to their sexual orientation and that privacy and dignity must be maintained at all times. The service is intended to focus on achieving individuals' support needs and outcomes which will support equality of service delivery.</p> <p>Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially contributing to an improved and</p>

				enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.
	<p>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</p>		X	<p>The possible changes in service provider should not impact negatively on these other groups. Service providers will be required to ensure that they are able to support people with diverse needs and abilities and from a diverse range of communities and to ensure that protected groups are not discriminated against. National evidence suggests that Extra Care housing can help to reduce levels of social and rural isolation and loneliness. A person-centred approach to care and support planning can increase inclusion and give opportunities for developing and improving social relationships. Extra Care schemes can reduce carer strain for older couples. The anticipated impact of the potential change of service provider is considered to be neutral. The service specification takes into account the needs and wishes of individuals with regard to their sexual orientation and that privacy and dignity must be maintained at all times. The service is intended to focus on achieving individuals' support needs and outcomes which will support equality of service delivery. Due to the proposed changes, housing providers will provide an element of the service which will lead to tenants financially contributing to an improved and enhanced service. This change will result in a positive impact for all tenants across all protected characteristics and all tenants will be impacted equally. There is no disproportionate impact on, or discrimination towards any single individual or community group.</p>

	Community Cohesion		X	The model of Extra Care housing is inclusive and supportive towards people of all cultures, ethnicities, identities and beliefs.
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		X	
	Article 3: Right not to be tortured or treated in an inhuman or degrading way	X		The delivery of service is underpinned by the ASC duty to promote wellbeing and personal dignity. All commissioned services are expected to be delivered at an acceptable standard to maintain health and dignity. The service supports people to maintain living in a place of their choice and aims to make achievable the opportunity for people to die at home, if that is their wish.
	Article 4: Right not to be subjected to slavery/ forced labour		X	
	Article 5: Right to liberty and security	X		People's liberty will not be restricted under this model of care as there will be continued freedom as to how the care is delivered
	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 service will continue to support people to remain independent in the setting of their choice and respect their personal dignity, autonomy and social relationships. Preserving independent living for longer supports most peoples'

				preference for pursuing their private and family life at home.
	Article 9: Right to freedom of thought, conscience and religion		X	This model of service will continue to support and integrate people who use the services into their communities and networks and therefore facilitate them practicing of their faith or beliefs.
	Article 10: Right to freedom of expression	X		
	Article 11: Right to freedom of assembly and association	X		
	Article 12: Right to marry	X		
	Article 14: Right not to be discriminated against		X	The values and principles of older people with care and support needs living in and being supported in extra care is designed to ensure that no particular groups are unintentionally or intentionally excluded or disadvantaged from accessing or benefitting from them.
Part 2: The First Protocol				
	Article 1: Protection of property/ peaceful enjoyment	X		By keeping people living independently at home for longer with this type of support they are less likely to need to move to a care home setting or require admission to hospital.
	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. There will be changes in the way people are charged for this service whilst living in extra care supported housing but this does not have a potential impact on protected characteristic groups.			

	<p>There are several mitigations that may be put in place to address those individuals impacted by the change.</p> <p>The first is to incorporate the charge into peoples assessed care plan as a cost to support the person to promote wellbeing, social inclusion, and support the vision of personalisation, independence, choice and control.</p> <p>In 2018, following a consultation on a 'flexible funding model' for supported housing, the government announced that Housing Benefit (HB) would be kept in place to fund supported housing accommodation costs. Specified accommodation is a term used to describe supported housing, to include extra care, where help with housing costs is provided through HB. This option may be in place for those people who do not have commissioned care but may pay the for care and support privately or not have any identified care needs may access housing benefit for their eligible rent and eligible service charges.</p> <p>Another option is to consider the disability-related expenses (DRE) which would be considered when: the extra cost is needed to meet specific needs due to a medical condition or disability, as identified in peoples care and support assessment of needs.</p> <p>In order to monitor the impact of the change in terms of the service delivery, Key Performance Indictors (KPIs) will be introduced into the new contract to monitor and measure the use and benefits of the urgent and unplanned service.</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"/>
<p>Note: If the decision is 'Negative Impact' or 'Impact Not Known', an EHRIA Report is required.</p>				
14.	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 requiried 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

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? <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.

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): Dave Pruden

Date: 6 Sep 2022

Authorised Signature (Commissioning Officer): *S. Lindley*

Suzanne Lindley, Commissioning Officer Strategic Services.

Date: 06/09/2022

2nd Authorised Signature (DEG Chair): ...



Inderjit Lahel, Assistant Director Strategic Services & DEG Chair....

Date: ...06.09.22.....