

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:	Equality Strategy 2016-2020
Department and section:	Chief Executives Policy, Economy and Communities
Name of lead officer/ job title and others completing this assessment:	Hannah Watkins, Policy Officer (Equalities) Donna Worship, Policy Manager
Contact telephone numbers:	0116 305 5501
Name of officer/s responsible for implementing this policy:	Hannah Watkins Policy Officer (Equalities)
Date EHRIA assessment started:	04.03.16
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 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	<p>What is new or changed in this policy? <i>What has changed and why?</i></p> <p>The Equality Strategy 2016-2020 will set out how the Council will fulfil its commitment to equality, diversity, community cohesion and human rights. The aim of the policy is to show how the Council is embedding, and is continuing to work towards achieving real equality and promoting diversity, community cohesion and human rights.</p> <p>Under The Equality Act 2010 (Specific Duties) Regulations 2011 local authorities must:</p> <ul style="list-style-type: none"> • Prepare and publish one or more objectives they think they should achieve to do any of the things mentioned in the aims of the general equality duty, by 6 April 2012, and at least every four years thereafter (by April 2016) • Ensure that those objectives are specific and measurable. • Publish those objectives in such a manner that they are accessible to the public. <p>The Equality Strategy 2013-2016 was based around ten priority equality objectives. These objectives require review and a set of new aims will form the basis of the Equality strategy 2016-2020.</p> <ul style="list-style-type: none"> • To develop and support a diverse workforce • To develop, commission and deliver inclusive and responsive services • To foster good relations and promote human rights <p>Given that the purpose of the Equality Strategy is to make progress in equality, diversity, human rights and community cohesion it is likely that there will be an overall positive impact. However, it must be considered that there is an increasing demand for services at a time of reducing budgets. We have had to consider how we can maintain high standards in equality and diversity in this context. Therefore, the overall aim of the strategy remains the same but how we achieve this has changed. Within the draft Equality Action Plan 2016-17, we have mitigated for the potential adverse impact of reduced resource by using an evidence based approach to identifying areas where there is a need. This will mean that we are targeting our work more effectively on areas where we have identified that the equalities impact will be higher. Whilst we will</p>
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	<p>include on-going actions from the previous Equality Action Plan 2014-16, we have also included some actions which are more specific and measurable. This will help us to make sure that we are achieving positive outcomes or, conversely, identify areas where we could adjust our approach to achieve better outcomes.</p> <p>The Strategy is the Council's key strategic document, driving equality, diversity, community cohesion and human rights priorities across Leicestershire.</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>This is relevant to all policy making at the County Council.</p>			
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>The Strategy includes a number of equality, diversity, community cohesion and human rights objectives to achieve positive outcomes in both service design and delivery and in employment, for everyone in Leicestershire. The Equality Strategy 2016-2020 also includes each of the nine protected characteristics, therefore a wide range of people will benefit from the positive outcomes achieved through this Strategy with the main beneficiaries being the citizens of Leicestershire, County Council employees and partners across other organisations.</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>			
		Yes	No	How?
	Eliminate unlawful discrimination, harassment and victimisation	x		<p>The Equality Strategy outlines a commitment to our statutory duties under the Equality Act 2010, one of which is to eliminate unlawful discrimination, harassment and victimisation.</p> <p>There is a supporting action plan for the strategy which outlines a number of actions which will meet the need to eliminate unlawful discrimination, harassment and victimisation.</p>
Advance equality of opportunity between different groups	x		<p>The Equality Strategy outlines a commitment to our statutory duties under the Equality Act 2010, one of which is to advance equality of opportunity between different groups.</p> <p>There is a supporting action plan for the strategy which outlines a number of actions which will meet the need to</p>	

				advance equality of opportunity between different groups.
	Foster good relations between different groups	x		<p>The Equality Strategy makes a commitment to our statutory duties under the Equality Act 2010, one of which is to foster good relations between people who share a protected characteristic and those who do not.</p> <p>One of the proposed objectives is to 'foster good relations and promote human rights'. There is a supporting action plan for the Strategy which outlines specific ways in which we will achieve this.</p>

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.

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 Equality Strategy 2016-2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is age. The Equality Strategy also makes a commitment to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.
	Disability	X		The Equality Strategy 2016-2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is disability. The Equality Strategy also makes a commitment to eliminate

			<p>unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.</p> <p>Within the workforce section of the supporting action plan, disability has been identified as the issue that we will champion over the course of the next year.</p>
	Gender Reassignment	X	<p>The Equality Strategy 2016-2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is gender reassignment. The Equality Strategy also makes a commitment to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.</p> <p>A potential barrier here is access to, and availability of relevant information. There is little local information on gender reassignment as the Council, and many other organisations, do not have a range of equality monitoring information to support this group. Information about the gender identity of service users is collected on the First Contact form currently and there are plans to start collecting information about gender identity for staff. However, we recognise that this is a very sensitive area of work and therefore requires a considered approach.</p>

	Marriage and Civil Partnership	x	The Equality Strategy 2016-2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is marriage and civil partnership. The Equality Strategy also makes a commitment to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.
	Pregnancy and Maternity	X	The Equality Strategy 2016-2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is pregnancy and maternity. The Equality Strategy also makes a commitment to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.
	Race	X	The Equality Strategy 2016-2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is race. The Equality Strategy also makes a commitment to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.
	Religion or Belief	X	The Equality Strategy 2016-

			<p>2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is religion and belief. The Equality Strategy also makes a commitment to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.</p>
	Sex	X	<p>The Equality Strategy 2016-2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is sex. The Equality Strategy also makes a commitment to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.</p>
	Sexual Orientation	X	<p>The Equality Strategy 2016-2020 includes each of the nine protected characteristics in line with the Equality Act 2010, one of which is sexual orientation. The Equality Strategy also makes a commitment to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and to foster good relations between people who share a protected characteristic and those who do not. Therefore, there is likely to be a positive impact.</p> <p>A potential barrier here is access to, and availability of</p>

				relevant information. There is little local information on sexual orientation as the Council, and many other organisations, do not have a range of equality monitoring information to support this group.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X		The Strategy and the Council's commitment to equality, diversity, community cohesion and human rights covers a variety of other groups such as; rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities and the specific actions are likely to have a positive impact on individuals and communities.
	Community Cohesion	x		One of the objectives included in the Equality Strategy 2016-2020 is to foster good relations and promote human rights. There is a supporting action plan which identifies a number of ways in which we will promote community cohesion for example, through the Inter Faith Forum and by providing opportunities for communities to come together for events or opportunities for collaboration on projects. Therefore, there is likely to be a positive impact.
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 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	The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 3: Right not to be tortured or treated in an inhuman or degrading way	x	The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 4: Right not to be subjected to slavery/ forced labour	x	The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 5: Right to liberty and security	x	The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and

			unfairness. Therefore, we anticipate that there will be a positive impact.
Article 6: Right to a fair trial	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 7: No punishment without law	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 8: Right to respect for private and family life	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 9: Right to freedom of thought, conscience and religion	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also

			ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 10: Right to freedom of expression	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 11: Right to freedom of assembly and association	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 12: Right to marry	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 14: Right not to be discriminated against	x		The Strategy states that we will consider opportunities to promote

			or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Part 2: The First Protocol			
Article 1: Protection of property/ peaceful enjoyment	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 2: Right to education	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
Article 3: Right to free elections	x		The Strategy states that we will consider opportunities to promote or protect any of the relevant human rights in our policies, practices, functions and procedures and that we will also ensure that people are aware of human rights legislation and how they can use the law to help them

				address discrimination and unfairness. Therefore, we anticipate that there will be a positive impact.
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.	Based on the answers to the questions above, what is the likely impact of this 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 checked="" type="checkbox"/>	

Section 2: Completion of EHRIA Screening

Upon completion of the screening section of this assessment, you should have identified whether an EHRIA Report is required for further investigation of the impacts of this policy.

Option 1: If you identified that an EHRIA Report is required, continue to [Section 3](#) on Page 7 of this document to complete.

Option 2: If there are no equality, diversity or human rights impacts identified and an EHRIA report is not required, continue to [Section 4](#) on Page 14 of this document to complete.

Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

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

Section 3

A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

- 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, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> 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.
	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 <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**

- 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 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):

Date:

2nd Authorised Signature (DEG Chair):

Date: