

## 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](mailto: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	
<b>Name of policy being assessed:</b>	Adult Social Care Accommodation Strategy for Older People, including Extra Care Housing review
<b>Department and section:</b>	Adults and Communities – Strategic Planning and Commissioning
<b>Name of lead officer/ job title and others completing this assessment:</b>	Julia Eames - Strategic Planning and Commissioning Officer
<b>Contact telephone numbers:</b>	0116 3055382
<b>Name of officer/s responsible for implementing this policy:</b>	Amanda Price – Interim Head of Service, Strategic Commissioning and Market Development
<b>Date EHRIA assessment started:</b>	1.2.16
<b>Date EHRIA assessment completed:</b>	31.5.16

## Section 1: Defining the policy

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You should begin this assessment by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

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

Although Adult Social Care doesn't directly provide accommodation, the strategy relates to how the Department will work alongside partners, particularly across local councils and the NHS, to develop preventative interventions relating to accommodation choice and services. The aim is to understand the real needs and aspirations of older people and raise awareness with older people, their families and support networks, about maintaining independence and planning for the future. By ensuring older people have access to housing services that support their needs and promote independence the aim is that fewer people will require formal care and support in the future

The Strategy relates to all current and future older people within Leicestershire County, including those without any social care needs as well as those who do have eligible social care needs that include people with acute illnesses, people with long term physical or mental health conditions, people with dementia, older people with a learning disability.

The strategy relates to people living in different types of accommodation, including general purpose housing and specialist accommodation for the elderly. The strategy relates to people regardless of tenure of accommodation or if the person lives alone or with others.

There are currently 5 Extra Care Housing Schemes in the County, another one is currently in development and others are in the pipeline. There are many sheltered and retirement schemes. There are currently 180 residential and nursing homes registered with CQC within the County.

MTFS savings targets relating to the development of extra care to be used where appropriate in favour of more costly residential care, are currently £30k (16/17), increasing to £95k (17/18).

The way that Extra Care is commissioned and provided in Leicestershire is being reviewed to ensure it is cost effective.

#### 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*

	<p><i>unknown, further investigation may be required.</i></p> <p>The Adult Social Care Strategy 2016 - 2020 has been prepared to outline the vision and strategic direction of social care support for the next 4 years. The life of the strategy has been determined by matching to the life of the current Medium Term Financial Strategy (MTFS), in order for us to our meet financial targets and implement our new approach to adult social care.</p> <p>In order to meet our statutory and financial obligations we have developed a model which is a 'stepped' approach, designed to ensure that people can get the right level and type of support, at the right time to help prevent, delay or reduce the need for ongoing support, and maximise people's independence. The 'stepped' approach outlines how the Department can support people with different levels of need in order to:</p> <ul style="list-style-type: none"> <li>• prevent a need for social care (by making universal services eg advice and information relating to housing options and services to make homes healthy, safe, accessible and convenient),</li> <li>• reduce the need for social care (through targeted interventions, eg equipment, adaptations and assistive technology),</li> <li>• delay the need for social care (through reablement and rehabilitation services) and for those most in need,</li> <li>• meeting needs where need and eligibility established in a way that still maximises independence and quality of life.</li> </ul> <p>The following strategies/workstreams are related to this area of work:</p> <ul style="list-style-type: none"> <li>- Adult Social Care Strategy 2016-20</li> <li>- Adult Social Care Commissioning Strategy</li> <li>- Medium Term Financial Strategy</li> <li>- Adult Social Care Workforce Strategy</li> <li>- Finance</li> <li>- Assessment, support planning and review</li> <li>- Resource allocation</li> <li>- Learning and Development</li> <li>- Compliance</li> <li>- Performance Management</li> <li>- Integration with District and Borough Planning and Housing Departments and housing providers</li> <li>- Integration with health and voluntary sector</li> <li>- The Lightbulb project</li> <li>- The Adult Social Care Equipment, Adaptations and Assistive Technology Strategy 2016 – 2020.</li> <li>- Market shaping</li> <li>- Review of long term residential placement costs</li> </ul>
3	Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?

The potential impact is upon everyone living in Leicestershire. The accommodation requirement for older members of the population will have an impact on accommodation for all age groups.

The greatest impact will be on older people and people with disabilities, with a need or potential need for social care support.

The projected numbers and **proportions of the population** in Leicestershire aged 65 are;

POPPI projections 2015	2015	2020	2025	2030	% increase from 2015 to 2030
People aged 65-69	42,400	38,600	41,200	47,900	11.48%
People aged 70-74	31,700	40,200	36,900	39,600	20.00%
People aged 75-79	24,400	29,000	37,100	34,300	28.86%
People aged 80-84	17,800	20,500	24,800	32,000	44.38%
People aged 85-89	11,100	12,900	15,500	19,100	41.88%
People aged 90 and over	6,600	8,300	10,700	14,000	52.86%
<b>Total population 65 and over</b>	<b>134,000</b>	<b>149,500</b>	<b>166,200</b>	<b>186,900</b>	<b>28.30%</b>
<b>Total Population 75 and over</b>	<b>59,900</b>	<b>70,700</b>	<b>88,100</b>	<b>99,400</b>	<b>39.74%</b>

The ethnic breakdown of older people living in Leicestershire is;

### Ethnic group

People aged 65 and over by age and ethnic group, year 2011(POPPI)

	White	Mixed/ multiple ethnic group	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other Ethnic Group
People aged 65-74	59,697	110	1,763	143	78
People aged 75-84	37,467	67	791	62	49
People aged 85 and over	15,015	27	150	10	8
<b>Total population aged 65 and over</b>	<b>112,179</b>	<b>204</b>	<b>2,704</b>	<b>215</b>	<b>135</b>

**Summary of proposed changes to current framework;**

	<p>The focus is on maximising individuals own assets, informal support from families and communities and encouraging people to plan ahead.</p> <p>The key aims is to help older people to live in their own home for as long as possible and for those who can no longer manage living in general purpose accommodation to provide specialist accommodation that continues to maximise people's independence and wellbeing.</p> <p>The draft strategy proposes;</p> <ul style="list-style-type: none"> <li>• taking a more proactive approach to providing advice and information which relates to housing, to enable people to maintain their homes, make changes and plan for their older age.</li> <li>• identify people who may most benefit from assistive technology, daily living equipment and adaptations to their accommodation.</li> <li>• ensuring all specialist accommodation has dementia friendly facilities.</li> <li>• ensuring the age criteria in extra care is applied flexibly, so that where relevant younger people with a learning disability, early onset dementia or other disabilities can benefit from the unique provision of independent living, with a level of support, that extra care can offer.</li> <li>• identifying locations where additional specialist accommodation is needed and working with partners to facilitate provision.</li> </ul>		
4	Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? <b>(Please tick and explain how)</b>		
	<b>Yes</b>	<b>No</b>	<b>How?</b>
Eliminate unlawful discrimination, harassment and victimisation	X		The consultation will be open to everyone and equal consideration will be given to all responses and will help to gain insight into any areas where discrimination could be happening.
Advance equality of opportunity between different groups	X		The strategy aims to improve outcomes for all older people. The consultation will inform areas where more work needs to be done.
Foster good relations between different groups	X		The strategy aims to identify ways that communities can support each other and that specialist accommodation for older people can act as a 'hub' for the wider community so help to foster good relations 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 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

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 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.		
	<p>The Cabinet report seeks permission to consult over a 10 week period between 11<sup>th</sup> July 2016 and 18<sup>th</sup> September 2016 to establish if people feel that the content of the report is right, if the ambition is correct and if people agree with the proposed actions or if anything is missing.</p> <p>The consultation will be open to the general public and support is being sought through relevant organisations to promote to maximise a wide ranging response. The consultation will also seek comment from internal colleagues and partner agencies.</p>		

<b>Section 2</b>				
<b>B: Monitoring Impact</b>				
<b>9.</b>	Are there systems set up to:	<b>Yes</b>	<b>No</b>	
	a) monitor impact (positive and negative, intended and unintended) for different groups;	X		
	b) enable open feedback and suggestions from different communities	X		
<b>Note: If no to Question 8, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.</b>				
<b>Section 2</b>				
<b>C: Potential Impact</b>				
<b>10.</b>	Use the table below to specify if any individuals or community groups who identify with any of the ' <a href="#">protected characteristics</a> ' may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers.			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Age</b>	x		This strategy is focused on providing positive outcomes for older people.
	<b>Disability</b>	x		This strategy is focused on maximising the safety, independence and quality of life of older people with disabilities by promoting accessible accommodation and increasing accommodation options and services. This approach would benefit all disabled people.
	<b>Gender Reassignment</b>	x		As Race – see below.
	<b>Marriage and Civil Partnership</b>	x		The strategy for extra care housing supports the provision of accommodation for older couples.
	<b>Pregnancy and Maternity</b>		x	
	<b>Race</b>	x		The focus on achieving individual outcomes will support equality of service delivery. The strategy promotes that all

				specialist accommodation should endeavour to provide flexible inclusive services. Ongoing monitoring is required to ensure that services are accessible and inclusive.
	<b>Religion or Belief</b>	<b>x</b>		As above
	<b>Sex</b>	<b>x</b>		As above
	<b>Sexual Orientation</b>	<b>x</b>		As above
	<b>Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</b>	<b>x</b>		Partnership working with District and Borough Council's to deliver the strategy will help to identify particular local needs and address accommodation issues for older people in relation to rural areas, homelessness, asylum seekers, disadvantaged communities.  Support for Carers is an integral part of the aims of the strategy.  Integration and partnerships with health services will contribute to addressing health inequalities. Reablement is a central part of the strategy and will benefit individuals through identifying personalised goals and reablement plans.
	<b>Community Cohesion</b>	<b>x</b>		The focus on maximising use of community resources should promote greater inclusion and community cohesion.
<b>11.</b>	<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? <b>(Please tick)</b></p> <p>Explain why you consider that any particular <a href="#">article in the Human Rights Act</a> 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
<b>Part 1: The Convention- Rights and Freedoms</b>			
<b>Article 2: Right to life</b>		x	
<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	x		The strategy is underpinned by ASC duty to promote wellbeing and personal dignity. All services, either in house or commissioned, are expected to be delivered at an acceptable standard to maintain health and dignity.
<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		x	
<b>Article 5: Right to liberty and security</b>	x		Available accommodation options will prevent people being forced to live in environments that are potentially harmful to their health and wellbeing.
<b>Article 6: Right to a fair trial</b>		x	
<b>Article 7: No punishment without law</b>		x	
<b>Article 8: Right to respect for private and family life</b>	x		The strategy focuses on how to support people to remain independent in the setting of their choice.
<b>Article 9: Right to freedom of thought, conscience and religion</b>	x		The strategy aims to ensure individuals can live in accommodation that provides people with such freedoms.
<b>Article 10: Right to freedom of expression</b>		x	
<b>Article 11: Right to freedom of assembly and association</b>		x	
<b>Article 12: Right to marry</b>		x	
<b>Article 14: Right not to be discriminated against</b>	x		The values and principles of the strategy are designed to ensure that no particular groups are intentionally or unintentionally excluded or disadvantaged from accessing or benefitting from them.
<b>Part 2: The First Protocol</b>			

	<b>Article 1: Protection of property/ peaceful enjoyment</b>	x		Supporting people to remain independent in the setting of their choice supports this article, together with safeguarding policy
	<b>Article 2: Right to education</b>		x	
	<b>Article 3: Right to free elections</b>		x	
<b>Section 2</b>				
<b>D: Decision</b>				
<b>12.</b>	Is there evidence or any other reason to suggest that:	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	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	
<b>13.</b>	Based on the answers to the questions above, what is the likely impact of this policy			
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input checked="" type="checkbox"/>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</b>				
<b>14.</b>	Is an EHRIA report required?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

## 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](mailto: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**

1<sup>st</sup> Authorised Signature (EHRIA Lead Officer): .....

Date: .....

2<sup>nd</sup> Authorised Signature (DEG Chair): *Lu Reda*

Date: 31/05/2016.....

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